



bulletin

A vote to recommend to the CAUT Council the censure of the President and Board of Regents of Memorial University of Newfoundland has been passed without dissent by the Board of Directors of the CAUT.

The vote to recommend censure was taken at the Board of Directors meeting in Ottawa on November 3rd and will be presented to the CAUT Council at its annual meeting in May. The Board acted on the recommendation of the CAUT Academic Freedom and Tenure Committee.

The censure motion derives from the handling of the non-renewal of the contract of Professor Marlene Webber of the School of Social Work. Professor Webber appealed her non-renewal to the CAUT in the spring of this year, and her complaint was investigated by a committee of inquiry headed by Professor C.D. Macpherson of the Department of Political Economy at the University of Toronto, one of Canada's leading political scientists. The other members of the committee were Professor Jack Weldon, former Chairman of the Economics Department at McGill University, Professor Dale Gibson of the Faculty of Law at the University of Manitoba and Professor Olga Favreau of the Department of Psychology at the Université de Montréal. The committee unanimously held that there had been a serious breach of academic freedom in that the university had based its non-renewal on the political activities of Professor Webber "on and off the campus" without producing admissible and cogent evidence that these activities constituted professional wrongdoing. The committee recommended that Professor Webber be reinstated. The CAUT indicated to the President of Memorial, after the Board of Regents rejected reinstatement, that the university should put the matter to binding arbitration.

The reasons spelled out by the CAUT Board resolution were:

1. That the President and Board of Regents of the Memorial University of Newfoundland have denied Professor Marlene Webber reappointment on the grounds of her professed political beliefs and activities, on and off the campus, and have thus deprived her of academic and political freedoms.

2. That Professor Webber was charged with serious professional wrongdoing but, according to the findings of a CAUT Committee of Inquiry, the University failed, before the University Appeals Committee established to deal with this matter, to substantiate that charge with admissible and cogent evidence capable of supporting such a charge.

3. That the procedures now in effect at the University have not in this case provided adequate safeguards for the protection of academic freedom.

Caut Board votes to censure Memorial

CAUT Council to vote on Board's recommendation in May

by Helen Baxter

4. That the President and Board of Regents have refused to renew the contract of Professor Webber or to provide binding arbitration

Both Professor James Hiller, President of the Memorial University of Newfoundland Faculty Association, and Donald Savage, the Executive Secretary of the CAUT, expressed the hope that the President and the Board of Regents would be willing to negotiate a just and equitable solution before the CAUT Council meeting in May 1979. If there is no such settlement, further details of the committee report and the CAUT position will appear in a subsequent issue of the *CAUT Bulletin*.

Censure of Acadia

The CAUT Board of Directors also voted unanimously in favour of recommending to the CAUT Council the censure of the past-president, administration and the Board of Governors of Acadia University of Wolfville, Nova Scotia.

The Board acted on the recommendations of the Academic Freedom and Tenure Committee concerning the grievance of Robert McCarthy, formerly of the School of Music. Professor McCarthy's appointment was terminated after three years in May of 1975 in spite of the positive recommendations of three successive

hearing committees. The Board moved to censure on the grounds that the reasons for Professor McCarthy's non-reappointment were "neither substantive nor substantiated" and that "the University administration has refused to submit the matter to arbitration". It ruled that the past-president, administration and the Board of Governors of Acadia University had committed "an action which disregards academic due process, renders ineffective its own procedures for defending academic freedom, and thus fails to provide adequate protection for academic freedom within the University".

At the time of writing, the Board of Governors of Acadia University had made plans to reconsider their position at a meeting in late November. Dr. Savage and members of the CAUT Board expressed the hope that satisfactory progress in the McCarthy case would be made at that meeting.

Jim Foulkes, chairman of the AF&T Committee, reported to the Board on a third grievance case concerning Dr. George Abouna, formerly with the Faculty of Medicine at the University of Calgary. Dr. Foulkes recommended that no action be taken at this time pending negotiations with the new president of the university.

The CAUT Board voted to lift the censure on the Université du Québec à

What was said

"You know, young fellow, we live in a pretty poor world. The politicians are not too honest and the electorate is not too bright."

Joseph-Louis Paradis, 64-year-old retired boiler maker and candidate in the 1978 Ottawa municipal elections.

In this issue

Mandatory retirement	p. 4
Women and pensions	p. 5
Bill C-28	p. 9
Interest arbitration	p. 11
Interview	p. 19
Books	p. 24
Documents	p. 27
Vacancies	p. 29

Montréal where it found that "the status of academic freedom is now protected through the collective agreement."

CAUT and FAPUQ to negotiate new accord

The CAUT Board of Directors agreed at the November meeting to enter into negotiations with FAPUQ to design a new accord. The Board approved the following team to carry out the negotiations: Professors John Cowan (Medicine, Ottawa), Israel Unger (Science, U.N.B.), Eric Anandale (Arts, Manitoba) plus the Executive Secretary and the President of the CAUT. It is expected that negotiations between the CAUT and FAPUQ will commence in February 1979.

CAUT relations with government

A pilot study into the effects of the decline in government funding of universities has been approved by the CAUT Board of Directors. Acting on the recommendations of the CAUT Relations with Government Committee, the Board determined that the pilot study should be carried out at the University of Manitoba. The study will be undertaken by staff in conjunction with the University of Manitoba Faculty Association.

It is intended that the pilot study be the first phase of an investigation of the effects of reduced funding at three sizes of universities over a specified period. The study would assess the quality of the output of the institutions at various levels of reduced funding (5%, 10%, 15%) with an emphasis on the effect on particular disciplines.

In other government matters brought before the Board:

The CAUT has drafted a position paper on the federal government's proposed legislation on obscenity (Bill C-51) in anticipation of the bill's reintroduction in the House of Commons in January. The brief outlines the CAUT's opposition to the proposed redefinition of obscenity on the grounds that it would likely restrict literary and artistic endeavors. It supports proposed amendments dealing with child pornography, with the caveat that the definition of "child" be restricted to a person who is actually 16 years or under rather than a person who appears to be 16 years or under.

The CAUT has been invited to appear before the Senate Committee on the Mandatory Age of Retirement on January 11. The Board approved the circulation to local and provincial associations of a ballot on the main question: should the age of mandatory retirement be extended by legislation



CAUT Bulletin

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Executive Secretary: Donald C. Savage

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Pour toute annonce d'ouverture de poste, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite d'application de ce poste.

LETTERS LETTRES

Sir:

I read with interest a piece on "Educational Leave" in the last issue of the CAUT Bulletin. Attached is a copy of my paper *Paid Educational Leave in Europe: Its Implications for Canada*. I conducted this study while I was in Europe on my sabbatical leave.

The last part of my paper "Implications for Canada" may be of special interest to you and your readers. (See "Paid Educational Leave" - Page 7 of Bulletin, Ed.) The experience of France and Belgium with paid educational leave indicates that though individual workers have a right to such a leave, few of them take advantage of it. Policy makers and practitioners in various European countries have discovered over a period of time that in the implementation of legislation on P.E.L. they had to face problems which are formidable indeed. Such problems include motivation of workers; finances; methods of instruction, etc.

Therefore I believe we must be cautious in approaching this subject in Canada and will be wise in not raising too many expectations.

Sincerely yours,
Hem C. Jain, Ph.D.
Professor of Management
University of New Brunswick

*

Dear Sir:

In the September issue of the CAUT Bulletin you claim that I have been travelling about the country attempting to drum up support for the introduction by the government of a scheme for paid educational leave. The statement is not only incorrect, it may also be very damaging to the credibility of the Commission which I chair. The task of the Commission on Educational Leave and Productivity is to enquire into current practice and to assess the costs and benefits of leave for educational purposes. On the basis of our investigation, we are then to make recommendations to the Minister of Labour. If we are to produce a credible report, we must go about our work as objectively as possible and that is what we are attempting to do.

I have, in fact, been meeting with various organizations across the country. My purpose, however, has not been to proselytize PEL. Instead I have been attempting to explain and arouse interest in the work of the Commission. Since we have a skimpy budget, we are very dependent on informative and well-considered briefs for the success of our inquiry. If we receive many high-quality briefs then we are more likely to produce a good report with sensible recommendations. However, if it is generally believed that our minds were closed from the outset, the report is likely to be discounted no matter how excellent. Your unfortunately inaccurate reporting makes that outcome more probable.

Sincerely,
R.J. Adams, Ph.D.
Chairman
Commission of Inquiry
on Educational Leave
and Productivity

*

Dear Sir:

Some months ago, I was approached by an association of retired professors, based, I believe, in Edmonton, suggesting I join the CAUT, as a retired member with a token subscription of \$5. I agreed very readily, hoping something might come of it. I understood that we were to have a representative on the board of CAUT and that the Bulletin would come to us. I have, however, heard nothing further. Thanks to a colleague of mine, I regularly scrutinise the Bulletin, hoping to find some reference to the retired people, their pensions or a cost of living bonus.

Judging from the attitude of the Bulletin and of my colleagues, the only subject of interest to those at present on the pay-roll is "salaries, salaries and more salaries." I retired from the Headship of Department here thirteen years ago, after 40 years of service. My last year's salary was \$19,800, and this was followed by a pension of \$6,000, subsequently raised to \$9,000. I only mention these facts, because my experience must be common to many.

One would think that, if common humanity did not induce present members of staff to take some action, an enlightened selfishness would. It is true that the pensions of those leaving on retirement will in future be much better but, however large they may be, inflation will eventually reduce them to a small fraction of their original purchasing power. As a cheerful Dean once said to me, the only safe thing for a retiring professor to do is to buy a revolver and a box of cartridges. As the years roll by, the humour of this remark wears a little thin.

I am reminded of the action of the trade-unions, who, when on strike, frequently make compassionate mention of those on fixed incomes. No sooner, however, is the strike settled, with accompanying increase in pay, than their crocodile tears dry up with lightning rapidity. In my opinion, the CAUT is no better.

Yours sincerely,
A.N. Campbell, Ph.D., D.Sc.,
F.R.S.C.,
Emeritus Professor,
University of
Manitoba

Retired professors who have paid their dues are on our list for receiving the Bulletin. See pages 5 and 40 of this issue and page 28 of the Sept. '78 issue for pension articles. Ed.

*

Professional Librarians Committee

The CAUT solicits nominations for one opening on its Professional Librarians Committee commencing July 1, 1979. Nominations should be sent by March 1, 1979 to Gordon Jones, Chairman, Elections and Resolutions Committee, CAUT, 75 Albert St., Suite 1001, Ottawa, Ontario K1P 5E7.

Comité des bibliothécaires professionnels

L'ACPU sollicite des candidatures à l'égard d'une ouverture commençant le 1er juillet 1979 à son Comité des bibliothécaires professionnels. Les candidatures doivent être envoyées pour le 1er mars 1979 au Pr Gordon Jones, président, Comité des élections et résolutions, ACPU, 75, rue Albert, suite 1001, Ottawa (Ontario) K1P 5E7.

Sir:

In the September issue of the CAUT Bulletin Prof A.K. Davis, former president of the Canadian Sociology and Anthropology Association, has conveyed a lot of half-truths and misinformation about SFU that requires a more detailed reply than that given by Prof. Stevens.

1. Davis characterizes the lifting of the CAUT censure of SFU, without reinstatement of the seven social science faculty (three of whom were denied tenure by regular procedures and four of whom were dismissed, not seven dismissed as Davis claims), as a defeat for the academic community. It seems to have been forgotten that the suspensions and dismissals came after an illegal strike one of the purposes of which was to overturn certain negative tenure decisions. I would like the reader to contemplate the consequences for academic freedom if militant job action were allowed to overturn the decisions of a University Tenure Committee elected by and from faculty. That would have been a real defeat for the community.

2. Davis repeats unsubstantiated "rumours of alleged blacklisting by SFU administrators". Apart from the total lack of evidence to support such a charge, one wonders how it would be possible for SFU administrators to control hirings at other universities.

3. The SFU Faculty Association is called "a dutiful company union". Our Association acts in the interests of its members. In the event of irreconcilable differences among factions it acts according to the wishes of the majority, as a democratic institution must. There are very few at SFU who share Prof. Davis's opinion that the seven deserve reinstatement.

4. When the SFU Board of Governors withdrew all charges against the seven, as had been agreed in negotiations with CAUT, this did not in any sense constitute an admission of wrongful dismissal, and Davis misinterprets the action when he says that it strengthened the moral position of the seven. In fact the withdrawal of charges merely acknowledged that SFU would not further prosecute its grievance against the seven.

5. The CAUT censure of SFU was preceded by an investigation of the case, however flawed that investigation may have been. But to my knowledge the CSAA did not conduct any independent investigation, nor did it provide reasonable opportunity for both sides of the case to be presented before imposing its censure. In claiming that the record of the CSAA is "relatively unblemished", Davis only demonstrates once again how much easier it is to see someone else's faults than ones own.

"Thou hypocrite, first cast out the beam out of thine own eye; and then shalt thou see clearly to cast out the mote out of thy brother's eye."

Leslie E. Ballantine
President
SFU Faculty Association

CAUT and CFBS to make R & D an issue in spring election

by Helen Baxter

The Canadian Association of University Teachers and the Canadian Federation of Biological Societies are very concerned that certain recent policy proposals of the federal government will adversely affect scientific research and the viability of universities in Canada.

In order to affect future government policy in these areas, CAUT and CFBS are planning a concerted push to make research and development and university funding major election issues in the federal elections which are likely to be held this spring.

In preparation for that effort, the two organizations conducted a limited campaign in four of the ridings in the October federal by-elections. A questionnaire was administered to candidates in the federal ridings of Ottawa Centre, Broadview, Parkdale and Rosedale in Toronto, Newfoundland, and Westmount in Montreal—all of which have university constituencies—to determine the candidates' positions on certain key issues.

The questionnaire focused on current government policies and proposals affecting research and development and post-secondary education that CAUT and CFBS believe require drastic revision if Canada is to pull itself out of its current economic slump.

CAUT and CFBS strongly believe that science and technology and post-secondary education should be given high national priority and that this should be reflected in adequate federal government support.

The federal government currently supports post-secondary education and health care through direct cash contributions to the provinces (post-secondary education \$1.4 billion and health \$3.189 billion) as well as the transfer of tax points (this latter means the ability to tax individuals). On September 8, the Prime Minister proposed cuts of \$220 million in federal contributions to major unconditional transfer programmes, including post-secondary education and health care. Since the by-elections, the Minister of Finance has been forced by the provincial finance ministers to withdraw these proposals but has substituted for them cuts in other federal-provincial programmes including cost-sharing.

Research funding in Canadian universities is also heavily dependent on the federal government. On June 1 this year the Minister of State for Science and Technology announced a general research and development policy which included increases for the Medical Research Council (\$3 million), the Natural Sciences and Engineering Research Council (\$5 million), and the Social Science and Humanities Research Council (\$2 million).

On September 8 the government announced cuts in these three agencies of \$500,000 each in the MRC and the NSERC, and \$2.1 million in SSHRC.

Both the federal Conservatives and NDP have committed their parties to devoting 2.5 per cent of the GNP to research and development, while the Liberals have committed 1.5 per cent

of the GDP by 1983. Currently, 0.92 per cent of the GNP is spent in R & D, a figure well below that of other western industrialized nations.

CAUT and CFBS believe that Canada should take immediate steps to adequately support both applied and basic research. They maintain that without basic research it would be difficult to innovate and ultimately impossible to supply the qualified manpower to develop and assess applied research.

The Lamontagne Commission has recommended that more resources should be allocated to both applied and basic research with the proportion changing in favour of applied research but with the dollar value of basic research continuing to grow. CAUT and CFBS support the commission's recommendation, and to this end advocate that the federal government restore the \$3.1 million cut from the budgets of the three granting councils and institute its June 1 proposals.

To further bolster research and development, CAUT and CFBS strongly advocate the establishment of a long-term science policy for Canada. The Canadian scientific community has repeatedly urged the federal government to establish a long-term science policy supported by budget engagements of 3-5 years updated annually, to ensure stability and continuity in research. The Ministers of Science and Technology and Health and Welfare recently announced that they are studying the possible implementation of such a long-term policy but so far no action has been taken.

In addition, CAUT and CFBS support the retention of duty exemptions for imported equipment and materials related to teaching or research. In its appearance before the Tariff Board last April, the CAUT pointed out that elimination of these duty exemptions could cost Canadian universities an additional \$20 million annually.

Finally, CAUT and CFBS advise that in the interests of scientific research, the heads of the granting councils should be distinguished individuals from the research community and should be independent of political interests. Acting contrary to repeated previous assurances, the government recently appointed senior civil servants to head the NSERC and the SSHRC.

Candidates from each of the three major parties responded to the CAUT / CFBS questionnaire, with the exception of those running for the Liberals in Broadview and Parkdale.

Virtually all the candidates in Ottawa and Toronto rated science and technology and post-secondary education as high national priorities, all supported increased federal funding for both basic and applied research, and all agreed to work toward restoring recent federal government cutbacks in funds to the major research granting councils.

In response to questions regarding federal funding in health and post-secondary education, all of the

candidates favoured a continuation of present-cost sharing programmes with the provinces, or (with one exception—Liberal—Rosedale) a transfer of tax points to the provinces if they are curtailed. They also favoured the continuation of an equalization programme with the provinces.

The candidates also gave solid support for the establishment of a long-term science policy for Canada.

In answer to a question of whether duty exemptions for imported equipment and materials related to teaching or research should be eliminated, the response of the candidates was evenly divided.

In response to a question regarding the heads of granting councils, the candidates all agreed that appointees to those positions should be clearly seen to be independent of political interests, and the majority said they should not be civil servants.

A final question regarding freedom of government information saw all candidates but one—a Liberal (Mackay in Ottawa Centre)—supporting the implementation of a Freedom of Information Act featuring an independent review mechanism against a denial of information.

In anticipation of a spring federal election, CAUT and CFBS will be gearing up early in the new year for a country-wide campaign to put research and development and post-secondary education in the forefront of election issues.

The two organizations plan to set up a series of all-candidates' meetings in the ridings across Canada that have universities or university colleges. The meetings will be designed to elicit candidates' attitudes on relevant issues and will provide incumbent M.P.'s with an opportunity to explain and defend the policies of their party on such issues as research funding.

The organizations also plan to publicize the role of R & D in Canada so that the general public will become more aware of the potential adequately funded scientific research and development can play in bolstering Canada's economy.

FEDERATION OF
AUSTRALIAN
UNIVERSITY STAFF
ASSOCIATIONS

WARNING

The Australian Vice-Chancellors' Committee has stated it is in the best interests of Australian universities to have a number of fixed-term appointments.

This Federation, representing the academic staff in Australian universities, warns potential applicants for academic positions against accepting an appointment on a fixed-term contract.

The Federation is opposed (except in isolated cases) to fixed-term contracts because of the contradiction between such appointments and the concept of academic freedom. The positions are usually offered on a three-year basis. Fixed-term appointees cannot initiate and follow through long-term programmes, cannot adequately supervise post-graduate students and may find the necessity of having to find further employment a distraction towards the end of their term.

The Federation is further opposed to the use of fixed-term contracts as a device in lieu of a probationary period of appointment to any tenurable position.

The Federation also believes that inadequate compensation is given to terminating fixed-term appointees (although return fares and removal expenses are usually paid) for their enforced redundancy.

The Federation's policies on fixed-term appointments stem from a genuine desire to maintain the highest standards in Australian universities and to uphold the tradition of academic freedom and tenure. While this notice is designed as a warning it is not intended to dissuade overseas applicants from applying for positions in Australian universities where proper procedures exist.

Further information on the Federation's policies on fixed-term appointments may be had from the undersigned.

L.B. Wallis,
General Secretary
F.A.U.S.A.,

499 St. Kilda Rd, Melbourne, Vic.,
3004, Aust. (Phone (03) 26-1264)

CAUT President

The Canadian Association of University Teachers solicits suggestions for nominations for the position of President.

The nominee must be a member of the CAUT and must be nominated by another member of the Association. He or she must have extensive Faculty Association experience.

Nominations must be accompanied by a curriculum vitae and written agreement of the candidate to serve. Duration of term—one year. Applications must be sent no later than March 1, 1979.

Correspondence should be addressed to Gordon Jones, Chairman, Elections and Resolutions Committee, CAUT, 75 Albert St., Suite 1001, Ottawa, Ontario K1P 5E7.

Senate studies mandatory age of retirement

A study into the mandatory age of retirement is being conducted by a special committee of the Senate of Canada.

The senate committee, set up in December 1977 and led by Senator David Croll, 78, has been examining detailed studies on problems relating to mandatory retirement. It has also solicited briefs on the subject from governments and organizations, including the Canadian Association of University Teachers, and is conducting hearings at which individuals, governments and corporations have been invited to give evidence.

Although the committee was set up primarily to consider the question of mandatory retirement, it is clear that it will include in its study the problem of the inadequacy of pensions, and specifically the cost of providing indexed pensions to all Canadians.

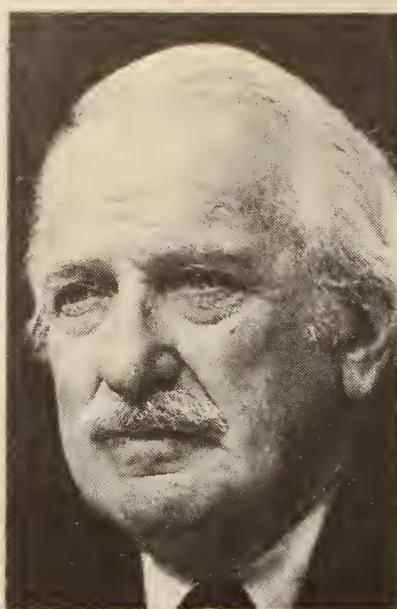
Canada is following in the footsteps of the United States where, early this year, legislation was passed raising the retirement age from 65 to 70. The American experience prompted Senator Croll, who was the creator and remains the driving force behind the committee, to believe that Canadians are ready to abandon the tradition in this country of automatic retirement at 65. Unlike the United States, Canada has no legislation calling for mandatory retirement at that age, but it has been generally accepted in private business that 65 is the automatic age for retirement.

In the United States, the new law is seen as the first round in a push to abolish mandatory retirement altogether. At first, various exemptions to the law were proposed, including the category of tenured professors. However, the American Association of University Professors opposed this exemption on the grounds that it distinguished between professors and other citizens over a question of human rights. The compromise solution was to exempt tenured professors until 1982.

Organizations of university administrators in the United States are now arguing that professors over the age of 65 but under 70 (after 1982) should lose their tenured status and they are representing this as a move which will be the first step in the destruction of the tenure system.

After the law's enactment, a special committee of the AAUP on age discrimination and retirement carried out a study of the likely impact of the legislation on university faculties. The committee's findings indicated that, for faculties of constant size, the percentage reductions in new hires, while large in the transition period (1982-87), quickly diminish to rather modest declines. Compensation costs rise by a few percentage points which though not insignificant do not appear large enough to wreck havoc upon most institutions.

The committee's report stated that if an institution were to adopt a policy of keeping the compensation budget constant, there would have to be reductions in new hires even without the retirement age change. With it, new hires would decline more substantially, faculty size would have to fall in some cases, and layoffs would be required in order to adjust. Faculty size would decline by as much as five percent by 1987.



Senator David Croll
Photo—Ted Grant

The committee concluded that: "While the change in law will fall unevenly — depending upon the age-mix of the faculty, the ratio of senior to junior compensation, and the overall financial strength of the institution — the aggregate effect is scarcely so drastic as to constitute a serious challenge to academic tenure. Perhaps more important than the effect of the change in retirement age is the need for institutions to adapt to significant and continuing changes in their faculty age distributions. The impact of these changes far overshadows those produced by the retirement age change. At the same time, these latter changes simply add to the magnitude of such an adjustment."

A 1977 Ladd-Lipset survey of faculty* opinion offers additional insight into the possible impact of the new law in the United States. The findings of the survey led its authors to make the following observation: that professors immediately confronting the prospects of retirement — and having to deal directly with insufficient financial reserves or such factors as a loss of self-esteem relating to loss of job — want to extend their academic careers. Legislation permitting them to do so would, as a consequence, probably create an option that would be seized by a considerable proportion of faculty members "on the brink".

The authors also concluded that those most likely to continue in service until mandatory retirement could be viewed as productive faculty, at least as measured by the number of recent publications. Their data confirmed the significance of job satisfaction to retirement decisions, and also suggested that those faculty most likely to exercise their legal right to continue to age 70 would also tend to be those faculty the institution would have desired to continue past age 65.

Meanwhile, with a national debate on the issue now underway in Canada, a labor arbitrator in British Columbia has jumped the gun with a landmark decision that could help to overthrow the mandatory retirement age of 65.

What is your opinion?

The Senate of Canada is currently studying the issue of whether or not to recommend either the raising of the mandatory age of retirement perhaps to 70 as in the United States or to abolish mandatory retirement altogether. The Senate Committee has asked the CAUT for an opinion. There appear to be two main reasons for this interest in mandatory retirement. The first is a question of non discrimination. Why should individuals be forced to retire at age 65 or any other statutory age of retirement? Is this not an infringement on their human rights since the judgment is not made on whether or not they are able to continue in their work adequately? Secondly, it appears that governments are interested in passing some of the burden of the social security system on to employers both private and public. Opponents of the change argue that it would cost public institutions such as universities a great deal of money which they do not have and that it would discriminate against the young, particularly those who wish to be university professors or researchers.

We welcome our members to submit their opinions on this important issue by answering the following questions. Then, cut out and mail to: Robert Léger, Economic Benefits Officer, CAUT, 1001-75 Albert Street, Ottawa, Ontario K1P 5E7.

1. Your age?
a) 30 or less
b) 31 - 40
c) 41 - 50
d) 51 - 60
e) 61 - 64
f) 65 or more

2. Under the present system ("normal" retirement age being 65), at what age do you plan to retire?
a) at 60 or before
b) 61 to 64
c) at 65
d) at 66 or after
e) not applicable

3. Would you consider early retirement (from 55 to 64) if you were assured of a pension without "actuarial penalty"?*
a) yes
b) no
c) don't know
d) not applicable

4. Would you be in favour
i) of having a mandatory retirement age at 70?
a) yes
b) no
ii) of abolishing mandatory retirement altogether?
a) yes
b) no

5. If the mandatory age of retirement was moved to 70, would you favour an exception being made for university teachers?
a) yes
b) no

If you would like to add a written comment on the questions, you are welcome to do so.

Pension discrimination

by Larry Eberlein

Sex Discrimination and Pension Contributions. City of Los Angeles, Dept. of Water and Power, V. Manhart, U.S., 98 S.Ct. 1370 (1978).

In April of 1978 the United States Supreme Court considered the first U.S. litigation which challenged differential pension plan contributions based on valid actuarial differences between men and women. A lawsuit brought under the 1964 Civil Rights Act claimed that the practice of a municipal Department requiring higher pension deductions from female employees constituted sex discrimination and thus was a violation of that Federal Statute. The Court held 5-2 that a differential pay-in requirement was a violation, but refused by a vote of 7-1 to order any retroactive effect to its decision.

The Los Angeles Water and Power Department had for many years required its 2,000 female employees to pay more of their salary (by about 15 percent) into the Department's pension plan than the 10,000 male employees. Pension payments on retirement were equal (usually 2 percent of last year's salary, times years of employment) and the extra deduction reflected the Department's experience that the cost of a pension for the average retired female was greater by reason of longevity than that for the average retired male. The plan was amended effective January 1, 1975 to eliminate this differential pay-in and at the time of the decision there was no distinction, either in contribution or benefit, on the basis of sex. No private insurance company was involved in the administration or payment of benefits.

The U.S. Equal Pay Act requires employers to pay members of both sexes the same wages for equivalent work unless the differential is based on any factor "other than sex." In 1977 the Supreme court decided, in *General Electric Co. v. Gilbert* (429 U.S. 125), that the exclusion of pregnancy from an employer's disability plan did not constitute sex discrimination within the meaning of the statute involved. The rationale was that the two groups of potential recipients under the plan were "pregnant women and non-pregnant persons." The Los Angeles Department argued that their case should be decided on these same principles, but the majority of the court rejected this argument using the following rationale instead:

Since it is unlawful to discriminate against individuals, when an individual takes home less pay because a higher pension contribution is required to fund pension benefits for women-in-general, this discriminates against the individual woman. An individual woman may or may not live longer than women-in-general or men-in-general. Working women thus receive smaller paychecks because of their sex and may receive no compensating advantage upon retirement.

The Supreme Court specifically stated that they had no desire to revolutionize the insurance and pension industries:

All that is at issue today is a requirement that men and women make unequal contributions to an

Women and pensions

CAUT responds to gov't pension proposals

Insurance companies will be free to require employers to make higher contributions for their female employees to obtain equal pension benefits with men, if draft regulations proposed by the Canadian Human Rights Commission are implemented.

The Commission has proposed in its draft regulations, which are currently under study, that contributions to pension plans be allowed to vary by sex to reflect actuarial mortality considerations.

The draft regulations state that an employer cannot be accused of discrimination where "a differentiation in the rates of contribution of an employer to a pension plan is made between employees and such differentiation is made on an actuarial basis because of the age or sex of the employee and in order to provide equal benefits under the plan".

They also state that an employer cannot be accused of discrimination where "a differentiation is made between employees in the rates of voluntary additional contributions of an employee to a pension plan... on an actuarial basis because of the age, sex or marital status of the employee."

Under provisions governing pension benefits, the Commission has taken the general approach that "under both pension and insurance plans to which the employer contributes, benefits should be determined on an equal basis for male or female employees of the same age... In the case of money purchase plans, the position of the Commission is that the amount of the annuity purchased in respect of each year of service by an employee may vary in accordance with the employee's age but that there should be no variation between employees of the same age because of sex. In other words, the pension payable under a money purchase plan to a male and a female employee of the same age, same length of service and the same salary throughout their service, will be equal."

However, the Commission would allow a differentiation between employees because of sex in the amount

of benefits provided under additional voluntary employee-pay-all pension plans or voluntary additional employee contribution features or where normal pension benefits are converted under an option contained in a pension plan.

The Canadian Association of University Teachers discusses these proposed clauses in the draft regulations in a brief prepared for submission to the Canadian Human Rights Commission.

In the brief the CAUT endorses the principle that the actuarial tables used in calculating pensions should not take into account the distinctions between men and women and it firmly supports the exclusive use of unisex mortality tables, a policy adopted by the CAUT in 1975.

Contesting the primary argument of those who oppose the use of unisex tables "that pension plans are and should be equitable", the CAUT states that "pension plans per se are unjust and inequitable because they discriminate against any employee who dies too young to benefit from the plan, compared to the one who is lucky enough to live a longer life."

"Either we accept this 'injustice'" says the CAUT, "and share the risks equally in the sense that the one dying at a younger age would have in fact subsidized the pension received by others, or we try to correct this fundamental 'inequity' by predicting (with probability) as best as actuaries can, the average lifetime of a person. In this case, one not only uses sex as a variable but also race, ethnic origin, state of health, whether a person flies a personal aircraft, drives a motorcycle, etc. to predict as closely as possible the average length of life of an employee."

"Either we try to predict life expectancy more accurately so as to make pension plans more 'equitable' or we forget about the distinction between the sexes."

"The CAUT favours the latter alternative. We think that men and women should share in one group the risk of not knowing how long one will 'enjoy' his pension. H.B. □

U.S. seeks equal pensions for men and women

The United States Department of Labor has proposed regulations to eliminate sex-based differences in employee pension plans — proposals that American universities say could cost them thousands and even millions of dollars a year.

University officials in the United States had until Oct. 23 to comment on the proposed new rules, which the Department of Labor may revise and issue in final form later in the year.

One amendment, proposed by the Labor Department's Wage and Hour Division, would extend the protection of the Equal Pay Act of 1965 to employee fringe benefits, including insurance policies and pension programs, as well as salaries.

The act requires equal pay for men and women doing substantially equal work in the same establishment.

Under current regulations, employers can comply with the 1965 law either by making equal contributions for male and female employees to a company pension plan or by offering them equal monthly retirement benefits.

Under the proposed rules, that so-called "either-or" rule would be eliminated altogether.

Employers would have to make equal contributions for male and female employees and offer both groups equal benefits, even though the average woman lives longer than the average man and thus will collect more benefits after she retires.

The second change, proposed by the Labor Department's Office of Federal Contract Compliance Programs, would affect the enforcement of Executive Order 11246, which prohibits federal contractors and subcontractors from engaging in job discrimination based on race, sex, color, religion, or national origin.

The proposed changes would amend the compliance program's sex-discrimination guidelines to say that the executive order and its regulations have been violated if:

- Employers offer different benefits to men and women simply because the costs of providing those benefits to one sex "as a group" is greater than the cost of providing benefits to the other sex.

- Employees of one sex are required to make greater contributions from their wages than are employees of the opposite sex in order to receive the same benefits.

Weldon J. Rougeau, director of the contract compliance office, said changes in the sex-discrimination guidelines had been proposed to insure consistency among requirements concerning sex discrimination in the administration of insurance, pension, and retirement-benefits programs.

A spokesman for the largest of the insurance companies offering pension plans at colleges and universities — the Teachers Insurance and Annuity Association and College Retirement Equity Funds (T.I.A.A.-C.R.E.F.) — said that any additional costs brought about by the proposed regulations would be passed along to colleges and universities.

If the proposed changes go into effect, the spokesman said, the insurance company may continue to use

How retirement benefits differ by sex in U.S.



p. 6

U.S. seeks equal pensions...	Pension discrimination...
from p. 5	from p. 5
<p>actuarial tables to determine pension-plan costs, with institutions contributing the extra money needed to bring women's benefits up to the men's.</p>	<p>employer-operated pension fund. Nothing in our holding implies that it would be unlawful for an employer to set aside equal retirement contributions for each employee and let each retiree purchase the largest benefit which his or her accumulated contributions could command in the open market. (p. 1380)</p>
<p>A spokesman for the American Council on Education estimated that institutions would have to increase their contributions to the retirement plans of female employees by about 8 per cent.</p>	<p>In general one observes that both the Court and individual members of the court were ambivalent about the nature of this decision. The Court accepted the generalization that women, as a class, do live longer than men. The problem was that all individuals do not share the characteristic that differentiates the average class representatives. It is clear, however, that the Court is using the literal words of the statute to provide women the same take-home pay (rather than gross pay) as men. This implies that any company benefit program requiring withholding from paychecks must have the same premium cost for men as women.</p>
<p>Many university representatives and women's groups told <i>The Chronicle</i> that they would strongly oppose attempts by T.I.A.A.-C.R.E.F. to continue using separate insurance tables for men and women. Even if women get equal benefits, those representatives said, sex-based formulas would perpetuate discriminatory policies and attitudes.</p>	<p>Thus no life insurance, health care, disability plan, etc. can have sex related premiums.</p>
<p>In proposing its regulations on pension benefits, the Labor Department's Wage and Hour Division cited the so-called Manhart case (<i>Los Angeles Dept. of Water & Power v. Manhart</i>, 46 U.S.L.W. 437), in which the Supreme Court ruled last April against a sex-based pension plan in Los Angeles. In that case the Justices struck down the Los Angeles utility company's pension plan, which forced female employees to contribute more than their male counterparts to the company's pension fund.</p>	<p>It is also clear that those who desire unisex tables for pension purposes can take little comfort in the decision. The Court in effect approved money purchase plans where the insurance industry will give a lower monthly annuity to a woman than to a man. Only employers are restricted by the statute. To require equal pay-outs to men and women by insurance companies (as, for example, that provided by a unisex table) would require specific legislative action according to the U.S. Supreme Court. It is not clear from the decision that equal pay-outs by company plans are required because each retiree's total pension benefit is "ultimately determined by his actual life span".</p>

ACPU
Président

L'Association Canadienne des Professeurs d'Université sollicite des suggestions de candidature de la part de ses membres pour combler des postes de président.

Le Candidat doit être un membre de l'ACPU et son nom doit être suggéré par un autre membre de l'ACPU. Lui ou elle doit avoir l'expérience requise dans les affaires d'Association des professeurs. Les candidatures doivent être soumises avec un curriculum vitae et un engagement écrit de la part du candidat de servir à ce poste durant un an et devraient être communiquées au plus tard le 1er mars, 1979.

La correspondance doit être adressée à Gordon Jones, Président Comité des élections et des propositions, CAUT, 75 rue Albert, pièce 1001, Ottawa, Ont. K1P 5E7.

ACPU

Vice-présidents

L'Association canadienne des professeurs d'université sollicite des candidatures pour deux postes de vice-président de l'Association.

Les candidats doivent être membres de l'ACPU et être proposés par un autre membre de l'ACPU. Les candidats doivent avoir une vaste expérience des affaires d'une association de professeurs.

Responsabilités

1er vice-président: faire fonction de président du Comité d'administration de l'ACPU et avoir des responsabilités générales en ce qui concerne l'administration de l'ACPU, y compris l'application des conventions collectives du personnel.

2e vice-président: s'occuper des relations avec les associations membres et représenter l'ACPU après des organisations affiliées.

Les candidatures doivent être accompagnées du curriculum vitae du candidat et de son consentement par écrit à exercer sa charge. Durée du mandat: un an. Les candidatures doivent être envoyées pour au plus tard le 1er mars 1979.

Il faudrait adresser toute la correspondance au Pr Gordon Jones, president, Comite des elections et resolutions, ACPU, 75, rue Albert, suite 1001, Ottawa (Ontario) K1P 5E7.

Senate studies..... from p.4

Editor's error

We apologize to June Callwood for the misspelling of her name in the byline of her article, "Obscenity and The Writers' Union of Canada", October 1978 issue of the CAUT Bulletin, page 11. Ed.

In a ruling in August, University of British Columbia law professor Joe Weiler said that compulsory retirement based only on age contravenes the Human Rights Code. Weiler ordered the Prince Rupert Fishermen's Cooperative Association to return full seniority and pay back wages and benefits to a 65-year-old member of the Amalgamated Shoreworkers and Clerks union who was forced to retire in October, 1977. In Weiler's opinion, "the (fishermen's) Association violated Section 8 of the Human Rights Code in compelling Mr. Miller to retire solely because he reached the age of 65," said the award.

The Human Rights Code specifically prohibits discrimination solely because of age only for persons between 45 and 65 years of age. However, Weiler based his decision on a B.C. Supreme Court ruling by Justice Henry Hutcheon which upheld a human rights branch board of inquiry decision that the code protects those younger than 45 and older than 65 from age discrimination without proper cause.

Weiler's award is the first time the Supreme Court ruling has been applied to someone over 65.

Unlike Supreme Court rulings, labor arbitrator decisions do not set precedents. Arbitrators have to decide for themselves whether or not Weiler's decision is persuasive enough on which to base further awards.

to base further awards.

However, if Senator Croll's committee presents a forceful case for raising or abolishing the mandatory retirement age, federal law will become the final determinant for forced retirement in Canada.

CAUT Central Office Staff

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U. of A. awards salary adjustments to women

The University of Alberta has awarded salary adjustments to fifty-one female members of its full-time academic staff, in response to the recommendations of a Committee charged with conducting a "Systematic Review of the Salary / Rank History of Women". The adjustments range from \$500 to \$2,000 per annum, retroactive to July 1, 1977. The members of the teaching staff who received adjustments represent about one sixth of the women on staff, and approximately 3% of all teaching staff. The adjustments deal only with salary and not with rank, as it was recognized that the awarding of a promotion is the prerogative of a Faculty Salaries and Promotions Committee in each case.

The Systematic Review Committee followed a "matched peer" approach, by which computer printouts of staff data (names blind) were searched for females whose salaries were substantially lower than the average salary of three or more males with the same highest degree, same year of appointment, and same discipline. Such women were then identified and were asked to confirm the computer data, and to provide further information as to prior employment history, publications, teaching record, etc. Finally, the Systematic Review Committee discussed its findings with the woman's dean in each case, and then made its recommendations to the Vice-President (Academic) for action.

With respect to librarians and administrative / professional officers,

the committee could only make general recommendations addressed to improving the situations of women in these groups. Although there were no salary adjustments made, the committee stated that this did not imply that there were no salary inequities between females and males in this group. Rather the process of peer matching was much more complicated than had been the case with the teaching academics.

The committee also considered the situation of women who are employed as sessional or part-time academics and recommended a careful review of their terms of employment.

The systematic review process was undertaken in response to one of the recommendations of the 1975 Senate Task Force Report on Academic Women. The report had found that in 1974, the average salary of a typical male faculty member was \$2,661.00 more than for a female faculty member with the same characteristics (i.e. age, highest degree, years of service, discipline, but excluding rank). Members of the Systematic Review Committee, and at least fifty-one women on academic staff at the University of Alberta, are happy to note that the situation is somewhat better in 1978. ☐

(Please note that a story on the University of Alberta Task Force Report on Academic Women appearing in the September 1978 issue of the Bulletin erred in referring to the 1975 report as 'recent'. Ed.)

AMNESTY INTERNATIONAL

by Jean Sonnenfeld

Free speech in Czechoslovakia

On January 1, 1977, 241 Czechoslovakian citizens signed the manifesto, Charter 77, calling for the protection of human rights. By now there are over 1,000 signatories. The manifesto has never been published in the normal media of Czechoslovakia. When the document was published in several western newspapers on January 7, 1977, many of the signatories were immediately subjected to house searches, interrogations and dismissals from work. Since then many have been arrested and sentenced to prison terms for alleged anti-state activities.

Miroslav Cerny, a 38-year-old worker, was arrested on March 10, 1977, in Liberec, Northern Bohemia, for writing and displaying in public leaflets critical of the policies of the Czechoslovak authorities in connection with Charter 77. He was sentenced on July 24, 1977, by the District Court in Liberec to 3 years' imprisonment for "incitement" under article 100 of the Czechoslovak penal code. He is presently held in Bory Plzen prison.

According to information received by Amnesty International, Cerny is being held in solitary confinement in a dark underground cell. After being sentenced to serve his prison term in the first corrective educational group, he was transferred on May 15 this year to the second, stricter category. He has not been allowed to write his family, and letters from them do not reach him. His sister is permitted to visit him once every three months. During the last two months he has been allowed to receive only one parcel.

Miroslav Cerny became an epileptic following a traffic accident in 1956 in which he suffered skull fractures and damage to his hearing. He is presently suffering from nervous and physical exhaustion. According to reports, the prison doctor has denied him the medicines he has had to take for 20 years, and as a result he has been suffering from epileptic fits in prison. To force the prison doctor to give him the vital medicines, Cerny went on an 11-day hunger strike which has aggravated his condition. He has reportedly lost 22 kilos in weight and most of his teeth.

In September of this year AI asked all its members to write to the Czechoslovakian authorities on behalf of Miroslav Cerny, to request not only his release from prison, but also the assurance that he be given adequate medical care.

In addition to Cerny, AI has adopted 8 Czechoslovakian human rights activists who were arrested in 1978. All 8 had been exercising their right to freedom of speech.

Five people were arrested in April for possessing or distributing "anti-state" documents. Peter Cibulka, a worker; Libor Chloupek, a librarian; and Petr Pospichal, a printer's apprentice (all from Brno), were charged with "incitement". Josef Brychta, an official, and Pavel Novak, an engineer, both from Jihlava were charged with "subversion".

Jan Simsa, a former Evangelical priest and Charter 77 signatory from Brno, who had been barred from exercising his clerical office in 1973, was arrested on May 31 during a police search of his home, and charged with "assaulting a public functionary". According to AI information, he defended his wife when a police officer tried forcibly to take a personal letter from her. Jan Simsa's health is causing great concern.

Jiri Grusa, a 40-year-old writer, was arrested on June 1 and charged with "incitement". He is accused of writing a novel *Dolaznik* (Questionnaire) which allegedly "incited anti-socialist feelings". The novel appeared in the *samizdat* edition *Petlice* (Padlock) and will also be published abroad.

Pavel Roubal, an engineer from Prague, was detained on May 30 for allowing "illegal" literature, including Grusa's novel, to be duplicated in his flat. He is charged with "incitement".

AI has learned that Jiri Grusa and Pavel Roubal were released from detention on August 2, but criminal proceedings against them are continuing.

These men are all suffering because they exercised their right to speak and write freely. If you are interested in helping Czechoslovakians who are not only denied the basic freedoms demanded by Charter 77, but who are in prison for speaking and writing openly, write to Amnesty International, Canadian Section, 2101 Algonquin Avenue, Ottawa, Ontario K2A 1T1. ☐

Paid educational leave

A federally sponsored study of paid educational leave is underway in Canada.

The Commission on Educational Leave and Productivity, which was appointed by the federal Ministry of Labor early this year, is currently undertaking a series of meetings and hearings throughout Canada. The commission, chaired by Roy Adams, associate professor of industrial relations at McMaster University, also plans to conduct a research programme to examine paid educational leave as it is now practiced in Canada and other countries.

The following passages have been excerpted from a paper on the subject by Hem C. Jain, professor of management at the University of New Brunswick, entitled *Paid Educational Leave in Europe: its implications for Canada*:

It is evident from the European experience that the International Labour Organization's concept of paid educational leave is not implemented in its totality. (The 1974 ILO convention urged member nations to develop strategy for paid educational leave as time off during regular working hours. The ILO listed three categories under which leaves could be taken — social education, vocational training and trade union education. Ed.)

One of the reasons is that the right to paid educational leave cannot be regarded as absolute. It must be considered within a given institutional (labour-management relations), political, legal and socio-economic frame work. The costs involved in implementing paid educational leave provisions must also be weighed against competing social demands particularly in an inflationary environment. Given the limited resources, most governments assign priority to vocationally oriented training which enables the workers to be more flexible and adaptable in the face of economic changes. At present, general and social education is given a somewhat lower priority. Trade union education is likely to increase in importance when unions gain a greater foothold in major industries in the private sector and the Western European style of "worker participation" becomes widespread and accepted throughout the industrial world.

In addition to the various educational programs we need to consider the priorities in terms of groups such as workers in small enterprises, the young unemployed, who have never had a job and housewives entering the labour market, etc. In Canada, paid educational leave is

CAUT — Committee on the Status of Women Academics

The CAUT solicits nominations to its Committee on the Status of Women Academics for three year positions commencing July 1, 1979. Nominations should be sent by March 1, 1979 to Gordon Jones, Chairman, Elections and Resolutions Committee, CAUT, 75 Albert Street, Ottawa, Ontario, K1P 5E7.

A nomination should have the approval and be accompanied by the curriculum vitae of the nominee.

ACPU — Comité du Statut de la femme professeur

L'ACPU sollicite des propositions de candidats qui pourraient faire partie du Comité du Statut de la femme professeur. Le mandat est de trois ans, et commence le 1er juillet, 1979. Les propositions doivent parvenir au plus tard le 1er mars, 1979, à Gordon Jones, Président, Comité des élections et des propositions, ACPU, 75 rue Albert, Ottawa, Ontario, K1P 5E7.

Les personnes intéressées sont priées de faire parvenir leur curriculum vitae.



NATIONAL NOTES

by Jill Greenwell (Relations with Government Officer)

FEE increase for patents, trademarks and copyright

The cost of patents, trademarks and copyrights will increase by about 100 per cent on November 1. The Department of Consumer and Corporate Affairs' revised fee schedule indicates that the fee for granting a patent will jump to \$300 from an average \$180; registering a copyright increases to \$25 from \$10 and trademark registrations rise to \$100 from \$60. The increases are designed to cover increased expenses of the 450-person Intellectual Property Branch of the C&CA which has been running a deficit for the past few years. The last fee increase was 8-9 years ago.

The patent fee increase will, according to the department, probably have little impact in Canada because 95 per cent of the patent applications are from foreigners, especially foreign-owned multinational corporations.

The number of patent applications in Canada has been declining steadily since the late 1960s when it stood at approximately 30,000 - paralleling a similar trend in the United States, France and Germany where there has been a 10-15 per cent decrease over the same period. There were approximately 21,000 patent applications during 1977-78 in Canada.

There has however been a sharp increase in trade mark registrations (12,849 in 1976-77; approx. 15,000 in 1977-78) but this is likely more attributable to the requirements of Quebec's Bill 101 than any increase in industrial activity.

Revisions to human rights in Saskatchewan

The Saskatchewan Human Rights Commission will be proposing several fundamental changes to its structure, function and inquiry procedures according to Ken Norman, recently appointed head of the commission, who is a member of the Faculty of Law at the University of Saskatchewan. Separation of its investigation function from adjudication responsibilities, an extension of the definitions of discrimination, consolidation of various existing legislation protecting human rights, together with increased penalties for discrimination are among the revisions being considered. The proposed inclusion of sexual orientation among the prohibited grounds of discrimination is expected to provoke a good deal of controversy when the revisions are presented to the legislature. The CAUT together with the Regina and Saskatchewan faculty associations will be responding to the proposed amendments. In similar submissions to the federal and Ontario governments, the CAUT has advocated the inclusion of family relationship, sexual orientation, nationality, political affiliation and opinion, and physical handicap among prohibited grounds of discrimination; proposed that the definition of citizenship include persons born in Canada, landed immigrants and those on ministerial permits; and supported the use of affirmative action programmes to correct the historical disadvantages faced by various groups.

Foreign student issue still alive

The Immigration Department has decided to postpone, at least for the 1979-80 academic year, implementation of a proposal requiring universities to advertise extensively in Canada for teaching and research assistants. Designed to curb what was perceived to be a sharp increase in the number of employment authorizations issued foreign graduate students since 1974 and to encourage greater utilization of unemployed Ph.D.s and masters-degree holders, the regulations would have required universities to prove that no qualified Canadian or landed immigrant had applied for the assistantship before hiring a foreign graduate student for the job. As a result of the flood of protests from the university community, and a lukewarm response from some provinces to the proposal (the Ontario government, however, is rumoured to have strongly supported the imposition of the restrictive measures) the minister, Bud Cullen, has instructed the National Youth Advisory group to study the problem and to make recommendation to him.

Established in early 1978, the 11-member group, representing youth, labour, industry and education, advises the Minister on various matters relating to Canadian youth - employment, training, Young Canada Works, etc. The question of foreign GTAs and GRAs is expected to be considered at its next meeting on November 20, 1978, and submissions made by interested parties, including the CAUT and local and provincial faculty associations, will be reviewed at that time.

Little hope for effective Freedom of Information Act

With the assistance of a little fancy footwork, the government managed to avoid endorsing an all-party report to the House of Commons advocating a strong Canadian Freedom of Information Act. In urging the House not to adopt the Report of the Standing Joint Committee on Regulations and Other Statutory Instruments just before Parliament was prorogued, Secretary of State, John Roberts, announced that the government would be bringing in legislation shortly (departmental sources optimistically suggest December 1978) that would contain a series of exemptions which would be narrower in scope than that presented by the Committee. He hinted as well that the government has, in its new legislation, rejected appeals to the courts in decisions denying access to information (judicial review was strongly supported by the Joint Committee) on the grounds that it would be cumbersome and expensive; and because assessments of what is in the public interest should correctly be restricted to the "political process" (i.e. Ministers responsible to Parliament), the role of the judiciary should perhaps more appropriately be confined to interpreting or applying "black letter law."

Draft legislation modelled on the Joint Committee's recommendations being developed by a special committee of the Canadian Bar Association will be made public within the near future.

Political interference with granting councils

The new Natural Sciences and Engineering Research Council (NSERC) and Social Sciences and Humanities Research Council (SSHRC) are rumoured to be under considerable pressure from the federal government to have a substantial portion of their funds channelled towards research in federally-identified areas of national concern. It has been suggested that as much as 75 per cent of NSERC's budget should be allocated towards such strategic grants. The government has not, however, indicated whether the councils will be granted extra funds to encourage such research since its \$10 million supplement* to university research was announced by Judd Buchanan, Minister of Science and Technology, on June 1, 1978, as part of a package of incentives to stimulate national R & D. It is widely feared that the councils will instead be coerced into allocating a large part of their ordinary budgets to aid the development of "concerted programmes of university research in areas of national concern" (possibly politically motivated) - leaving a smaller portion of the pie to distribute among those areas not so designated.

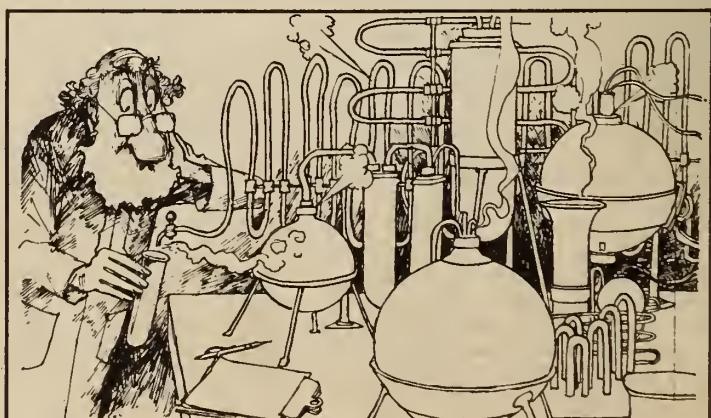
Hugh Faulkner, former Minister of Science and Technology, in introducing Bill C-26 reorganizing the granting councils on December 16, 1976, promised that the government was fully committed to the retention of the peer review system and that they would not jeopardize the expertise and independence with which the councils support, and scholars perform, research. He added that any approach in which politicians sought arbitrarily to impose specific objectives or priorities on the research community from outside would not be a productive one, and would not be instituted.

The CAUT and the Canadian Federation of Biological Societies (CFBS) will be protesting the possible political interference in the independence of the granting councils; seeking a reassurance of the government's continued commitment to the peer review system with its concomitant right to independence; and urging the government to allocate extra funds for research in "areas of national concern" rather than reapportion the present insufficient funds.

* The \$10 million was split: MRC \$3 million; NSERC \$5 million and SSHRC \$2 million. However, because the SSHRC stated that it had sufficient funds for the 1978-79 fiscal year, it requested that its \$2 million supplement be deferred until the next fiscal year. The CAUT has been advised that in view of the recently announced government cutbacks, the Council is unsure whether it will still be entitled to the supplement.

New patent proposal provokes controversy

Canada's new Patent Act, parts of which were recently unveiled by Warren Allmand, Minister of Consumer and Corporate Affairs, at a meeting of the Patent and Trademark Institute of Canada in Bermuda, is likely to generate considerable controversy. Scheduled for presentation to Parliament during the coming legislative year, the act proposes, among other things, that (1) the first person to file a patent application be granted the patent replacing the first-to-invent system (2) patent holders pay regular fees every three years to maintain their patent rights (3) an absolute novelty requirement be met where the patentee cannot advertise or test market the product prior to patent application and (4) provides a patent term of 14 years with a 6-year extension for patents worked in Canada replacing a total 17-year term. Donald Sim, President of the Institute warns that the proposed law, designed to stimulate domestic innovation, would have a reverse effect, while Raymond Eckersley, Chairman of the Patent Committee of the Canadian Manufacturers Association suggested that a new act was not necessary and that the current one could simply be amended and brought up to date. Departmental officials fear that the government may decide to hold off on the introduction of the new legislation in view of the unnecessary controversy it is likely to provoke just before a federal election, or that in its attempt to appease as many sectors as possible, the Cabinet will so dilute the document that it becomes a shadow of the proposal it once was. □



June 5, 1978
The Honourable Robert Andras
President, Treasury Board
Place Bell Canada
K1A 0R5

Dear Mr. Andras:

The Canadian Association of University Teachers, which represents more than 24,000 faculty and professional librarians across the country, wishes to register its strong objection to the proposed amendments to the Public Service Staff Relations Act, Bill C-28. We consider the legislation to be offensive in two particular respects, namely the unilateral interference with viable bargaining units, as well as the imposition of the concept of total compensation comparability with the private sector. We maintain these to be wholly unjustified intrusions into the collective bargaining process.

Rather than leaving the matter of the appropriate bargaining unit(s) where it belongs, before the labour boards, it is proposed that certain employees be deprived of the right to be represented in collective bargaining where their annual salaries happen to exceed an arbitrarily imposed salary level. Unless you are suggesting that one somehow becomes a management exclusion by virtue only of having attained "an annual rate of pay equal to or greater than \$33,500", an argument which we reject as being without foundation, then the proposed amendment can be nothing but a thinly veiled extension to the Anti-Inflation Guidelines. We suggest it is highly improper for the government to talk about phasing out wage controls on the one hand, while at the same time placing a ceiling on the salaries of many federal employees in such an obvious manner. Finally on this same point, you must also recognize that professionals who are thus excluded from bargaining units could lose most or all of the rights which have been negotiated into collective agreements for them over the last ten years. A protection such as grievance arbitration, for example, takes on a whole new meaning in the absence of a certified bargaining agent.

We also take exception to the proposed concept of total compensation comparability. Again, we regard this as nothing more than an attempt to impose wage controls, despite government pledges that we are moving into a decontrol period.

At a meeting with Public Service Employees in North Bay on May 25th, you claimed that the principle has been a Treasury Board policy for the past ten years. Presumably, therefore, Treasury Board negotiators and arbitration advocates have been arguing private sector comparability for some time. If it can be said that arbitrators already rely on these criteria when handing down an award, then there should be no need to enumerate them in the Act. Further, if arbitrators already consider and reject the suggested criteria and attendant data as unconvincing, then these are clearly not acceptable benchmarks.

Specifically, it also appears that the Government of Canada wishes to be an "average" as opposed to a "good" employer, since it seems that the maximum possible compensation package in the public service will be tied to the average elsewhere, as well as being clearly restricted by the arbitrary ceiling of \$33,500 discussed above.

The unfairness of this approach is probably best illustrated by the example of a person in the public service employed as a stenographer. The salary of that stenographer will be compared with his/her counter parts in the private sector who are largely unorganized and receive lower wages, often only at the scale set out in employment standards legislation. It seems a likely result of the proposed sub-section 68 (3) that average comparability will effectively red circle that public service employee until private sector salaries for stenographers surpass those in the public service. The approach will undoubtedly unfairly deprive some employees of essential cost-of-living increases.

In addition, there are a number of further weaknesses inherent in the scheme. First of all, there is the matter of access to and control of the data in question. Less visible types of private sector compensation such as stock options, profit sharing, and tax deferral schemes generally may not be

Correspondence between Robert Andras and CAUT

Bill C-28

On March 8, 1978 the Federal Government introduced a bill to amend the Public Service Staff Relations Act — Bill C-28. The intention of Bill C-28 is to severely restrict the rights of public servants to negotiate terms and conditions of employment.

The Federal Government, a recent convert to the proposition that public and para-public employees are a major cause of inflation, has been actively urging provincial governments to introduce similar restrictive measures on Collective Bargaining; it is this "born again" zeal that gives Bill C-28 nation-wide significance.

The Bill attacks Collective Bargaining rights in three major areas:

- 1) It introduces highly restrictive definitions of employees eligible to be in Bargaining Units, one of the features of which is an arbitrary salary ceiling;
- 2) It specifies rules that narrow an arbitration board's discretion to make settlements;
- 3) It extends the supposedly defunct wage controls; in the bill, wage controls are known as "Average Comparability of Total Compensation" (ACTC).

Given the zeal in which the Federal Government has taken up its mission, CAUT Council authorized correspondence with the President of the Treasury Board, Mr. Robert Andras. The following exchange has taken place:

caught in the data collective process. Furthermore, the Pay Research Bureau itself is likely to become an arm of the employer, rather than a neutral third party, and this could pose serious credibility problems. Secondly, the initial calculation of the appropriate compensation package, in addition to imposing a probable ceiling on the scope of bargaining, will introduce a time consuming administrative step into the negotiation process. Thirdly, there are no private sector comparisons available for certain public service groups. Finally, since the collecting, collating, and distribution of data will take some time, the maximum, public service compensation will likely be tied to obsolete private sector averages.

While the proposed amendments to the Public Service Staff Relations Act do not affect our members directly, we are most concerned about the recent tendency of governments to restrict the collective bargaining rights of public sector employees. In two jurisdictions, Alberta and British Columbia, our members have been excluded, by statute, from the ambit of legal status collective bargaining. In Nova Scotia as well, there has been an attempt to impose restrictions on public sector employees. Now the federal government proposes regressive amendments for its employees, and has hinted that it hopes the provinces will follow the approach as well.

We consider it most unfortunate that the federal government, which led the way in granting full collective bargaining rights to

public service employees, now seems to be among those who wish to encroach on those accrued rights. We must object to this trend. We encourage you to reconsider your position on Bill C-28, in the hope that the provinces will be persuaded to follow a more progressive lead, and the collective bargaining rights of public service employees across the country will be protected.

Sincerely yours,

Donald C. Savage
Executive Secretary
CAUT

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June 27, 1978
Mr. Donald C. Savage,
Executive Secretary,
Canadian Association of
University Teachers,
1001-75 Albert Street,
Ottawa, Ontario.
K1P 5E7

Dear Mr. Savage:

I wish to thank you and to acknowledge receipt of your letter of June 5, 1978, in which you expressed your views with respect to Bill C-28, an Act to amend the Public Service Staff Relations Act (PSSRA). You raised several interesting points and I would like to respond to these in turn, starting first with your comments on total compensation comparability.

The Bill includes measures related to the government's policies for an orderly exit from the present Anti-Inflation Board controls, and other selective measures which the government considers essential to protect the public interest.

The proposals related to the orderly exit from wage and price controls are designed to give legislative weight to the government's proposed policy of "total compensation comparability" with the private sector and other employers. The government's proposals in this matter were outlined in *Agenda for Cooperation*, its discussion paper of May, 1977, dealing with compensation determination in the public sector and other matters in the post-controls period. These proposals were the subject of consultation with the provinces and, at their meetings on February 13 to 15, 1978, the First Ministers agreed that "the level of total compensation paid to public employees should not lead the private sector...". It should also be pointed out that, as a group, Public Service unions have refused to even consult with the government on this subject since last summer.

Let me assure you that the negotiation of terms and conditions of employment on the basis of total compensation comparability will neither mean "collective bargaining by formula or computer" nor will it mean that average compensation outside the Public

Service will become the maximum allowable within the Public Service. The intent of this policy is to provide all parties involved in collective bargaining in the federal Public Service with all the basic information necessary for settlements equitable to both employees and Canadian taxpayers. Furthermore, it is not government policy to consider average compensation in the private sector as the maximum compensation for public servants. Rather, "average" total compensation in the private sector would be compared with "average" total compensation in the Public Service.

In the matter of collective bargaining in the public sector, the government believes that some recognition must be given to the differences between the two sectors. At least two factors stand out which compel a somewhat different approach to collective bargaining in the public sector. First, economic limitations are much less constraining on the government employer. The government employer cannot be put out of business. Second, in the public sector, bargaining is not just a private matter between the parties. The public is very much involved, both as the bearer of the burden of work interruptions, and as the provider of the resources.

In recognition of these differences, the government has adopted the widely accepted principle of comparability with the private sector as the basis for compensation of those public servants who come under collective bargaining. It seems self-evident that compensating public servants at the same level as private sector employees doing similar work, is fair, equitable and just, both to Public Service employees and to the taxpayers. Surely through collective bargaining a public servant should not get more for the same job than his private sector counterparts. For our part, we are reaffirming our commitment not to pay less.

Further, it is our view that to be fair, the comparisons between the two sectors should take account of the full range of elements that make up the compensation package, that is, "total compensation".

You expressed concern about the Pay Research Bureau becoming "an arm of the employer". There is a difference between being an arm of the employer and an independent body responding to the direction of Parliament.

The Pay Research Bureau, at present, does respond to unilateral requests for data by union representatives or employer representatives. Individual requests do not require agreement by both parties before its provision by the Bureau. In such cases, the Bureau ensures that a copy of the information provided at the request of one party is given to the other interested party. In adopting this stance, the PRB ensures equality of access to information between the parties.

The provisions of Bill C-28 would only continue this present practice whereby both parties have equal opportunities to request information. The relevant section of Bill C-28 reads as follows:

19.1(3) In carrying out its object, the Bureau...
(c) shall respond to reasonable requests from either parties to collective bargaining for particular compilations of the data collected...

With respect to your observations concerning "the exclusion from collective bargaining of all employees earning salary equal to or greater than \$33,500", I would ask you to consider the special circumstances that the federal government is faced with as employer of highly paid professional employees.

Under the existing provisions of the Act, many employees at relatively high salary levels are accorded collective bargaining rights. The determination of their salaries through bargaining has been guided by the established policy of average comparability with outside employers.

Other senior level employees at comparable salary levels are excluded from collective bargaining and have their compensation determined unilaterally by the government with the benefit of advice from the Advisory Group on Executive Compensation. In the case of employees at the most senior executive levels, the government's practice has always been to depart from the principle of comparability which has been applied at lower, bargained levels. In other words, their salaries do not



'Ninny' mascot of Public Service Alliance

parallel those in the private sector. They have no recourse to third party arbitration.

If full comparability with the private sector for these levels was applied, Deputy Ministers would be earning salaries well in excess of \$100,000, considerably more than they earn presently. The government acknowledges that this would not be publicly defensible.

The effect of these two different approaches for those employees at senior levels has been to create the basis for the compression and inversion of salaries between superiors and subordinates at senior levels. That is, in many cases, the salaries of excluded managers are lower or very similar to those of their subordinates in bargained groups. The pressure of collective bargaining has been too great and unless checked somehow would eventually undermine the complete salary structure of managers and executives in the federal Public Service. In a few years, senior unionized employees would all be earning salaries in excess of those of their supervisors. The government would be faced with the dilemma of either greatly increasing the salaries of its executives or risk losing all of its executives.

The solution proposed by the government is to limit the salary level which may be negotiated. Salaries above this cut-off would be administered by the government and would continue in general to follow private sector trends. Because of the need to take account of changes in salary levels in the Public Service, the government is also proposing a process for changing the salary figure (\$33,500) from time to time in the future.

As it has demonstrated on numerous occasions, including the most recent consideration of changes to federal Public Service pension policies, the government is prepared to consider the concerns expressed against Bill C-28 and to consult further with Public Service unions. However, such consultations must be based on a willingness of Public Service unions to also consult in good faith on all proposals.

Thank you very much for communicating your views to me.

Yours sincerely,
Robert Andras
President
Treasury Board

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October 2, 1978

Mr. Robert Andras
President
Treasury Board
Place Bell Canada
Ottawa, Canada
K1A 0R5

Dear Mr. Andras:

Thank you for your letter of June 27. There are a number of points in your letter which CAUT finds disturbing. Perhaps the easiest way to discuss these points is to quote the parts of your letter we find disturbing and then to indicate our concerns.

1. "These proposals (i.e. on total compensation comparability) were the subject of consultation with the provinces and, at their meetings on February 13 to 15, 1978, the First Ministers agreed that the level of total compensation paid to public employees should not lead the private sector..."

While the agreement of such a body is certainly important, it must be remembered that this is not only a group of government leaders but also a group of employers. When this body strays into the area of employer-employee relations, we cannot view their pronouncements as having more objectivity than any other group of employers. We recognize, of course, that it is a good collective bargaining tactic for employer groups to meet together in order to grumble about the levels of compensation received by their employees.

2. "It is not government policy to consider average compensation in the private sector as maximum compensation for public servants. Rather, 'average' total com-



Demonstration in Quebec against Bill C-28.

pensation in the private sector would be compared with 'average' total compensation in the Public Service".

It is difficult to see how your second sentence will differ in application from your first sentence. The purpose of making comparisons is clearly to base salaries upon them; we must assume that these comparisons will provide limits. Whether the private compensation figures provide an absolute dollar limit for federal public servants or whether they will be allowed to vary slightly around this dollar amount appears to be a rather irrelevant point.

The instructions for Arbitrators in Bill C-28 clearly indicate that you do not intend to allow compensation figures to stray very much beyond the comparison figures prepared by the Pay Research Bureau. Moreover, when you combine this with your earlier support for the First Ministers' statement that public service compensation should not lead private sector compensation, we wonder why you should try to obscure the fundamental aim of Bill C-28; namely to provide ceilings for the various federal public service classifications.

3. "...economic limitations are much less constraining on the government employer. The government employer cannot be put out of business."

This statement combined with one which appears later in your letter, namely

"The pressure of collective bargaining has been too great and unless checked somehow would eventually undermine the complete salary structure of managers and executives in the federal Public Service."

seems to indicate that Treasury Board has been an easy prey to irresponsible public service unions. The figures on increases in the federal public service compared to the private sector prepared by Labour Canada for the years 1968 to 1976 are as follows: 112.9% for the federal public service and 120.5% for the private sector. There is no evidence in these aggregate figures that federal government has led the private sector. It would seem that the key variable explaining differences in compensation levels or increases between the federal government and the private sector is, then, not the lack of economic limitations.

4. "...in the public sector, bargaining is not just a private matter between the parties. The public is very much involved, both as the bearer of the burden of work interruptions, and as the provider of the resources."

You appear to be drawing a qualitative difference between public and private sector bargaining that depends on the nature of the employer. The argument that public sector bargaining is qualitatively different from private sector bargaining appears, however, to be a gross oversimplification. Quite clearly, work interruptions by historians, archivists, and economists do not impose the same burden as work interruptions by supermarket personnel or grain handling personnel. Lockouts or work stoppages by certain employers or employees affect the public more than certain other employer or em-

ployee groups; however, the correlation between severe public effects and work stoppages is not dependent upon whether the employer is public or private; rather, it is dependent upon the type of goods and services offered by the employees.

It is the position of CAUT, borne out by the percentage increase figures noted above, that the public is adequately protected first by the legislative power of Parliament to end work stoppages; secondly by the federal government's power to designate employees as essential to the public good.

We think good employer-employee relations are not created by waving a legislative wand. They are the result of continuous good faith bargaining over areas of disagreement. The government cannot create a productive and efficient public service by merely prohibiting bargaining in certain areas or above certain magical but in reality arbitrary figures.

5. "You expressed concern about the Pay Research Bureau becoming 'an arm of the employer'. There is a difference between being an arm of the employer and an independent body responding to the direction of Parliament."

Legal fictions concerning the role of Parliament and the relationship of the majority party and Parliament play important roles in our culture. We must not, however, fictionalize these notions, when attempting to ascertain whether an agency is independent or in fact is an arm of the employer, that is, the majority party. The "degree" of independence an agency actually has is a function of its terms of reference and the extent and duration of its budget. A budget that is annually scrutinized by the employer, the majority party, clearly can be influenced by the master. We remain suspicious of the government's intentions with respect to the Pay Research Bureau.

It should be pointed out, that many of the public service unions are already unhappy with the current version of the Pay Research Bureau.

6. "With respect to your observations concerning 'the exclusion from collective bargaining of all employees earning a salary equal to or greater than \$33,500', I would ask you to consider the special circumstances that the federal government is faced with as an employer of highly paid professional employees."

Your argument on this matter appears to go as follows: the current salary grids negotiated by Treasury Board have created "the basis for compression and inversion of salaries between superiors and subordinates at senior levels". Since the government has always departed from comparability for senior management, the only way to prevent the inversion of salaries between staff and management is to designate everyone above \$33,500 as management. Lewis Carroll would be "impressed" with this type of universe. Surely the logic used in the statement that

"The government would be faced with the dilemma of either greatly increasing the salaries of its executives or risk losing all of its executives"

can be applied to a class of non manager-managers. Changing definitions will surely not solve any problems; that is, unless you assume that all those professionals earning above \$33,500 are too stupid to notice what non-government professionals are earning.

Legislative action will not turn disgruntled employees into model employees.

Yours sincerely,

Donald C. Savage,
Executive Secretary,
CAUT

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Mr. Donald C. Savage,
Executive Secretary,
Canadian Association of University
Teachers,
1001-75 Albert Street,
Ottawa, Ontario.
K1P 5E7

Dear Mr. Savage:

I wish to acknowledge receipt of your letter of October 2, 1978, in which you have commented on my letter to you of June 27th concerning the provisions of Bill C-28.

I must say that I disagree with some of the conclusions and interpretations in your letter. However, as you are now probably aware, the Government announced in the Speech from the Throne its intention to reintroduce a successor bill to Bill C-28 in this new session of Parliament. If I may suggest, I would think that it would be more constructive if we continue our dialogue once this new Bill is introduced. I would be interested in your further comments once you have had an opportunity to review this new Bill.

Thank you very much for writing.
Yours sincerely,

Robert Andras
President
Treasury Board

CAUT Vice-Presidents

The Canadian Association of University Teachers solicits suggestions for nominations for two Vice-Presidents of the Association. The nominee must be a member of the CAUT and must be nominated by another CAUT member. He or she must have extensive Faculty Association experience.

1st Vice-President: to act as chairman of the Administration Committee of the CAUT and to have a general responsibility in the area of administering the CAUT including the application of the staff collective agreements.

2nd Vice-President: to handle relations with member associations and represent the CAUT with affiliated organizations.

Nominations must be accompanied by a curriculum vitae and written agreement of the candidate to serve. Duration of term-one year. Applications must be sent no later than March 1, 1979. Correspondence should be addressed to Gordon Jones, Chairman, Elections and Resolutions Committee, CAUT, 75 Albert St., Suite 1001, Ottawa, Ontario K1P 5E7.



INTEREST



ARBITRATION

At its meetings during the spring of 1978, the CAUT Collective Bargaining Committee was involved in planning the agenda for the first National Bargaining Conference. There was unanimous agreement that a discussion of interest arbitration would be valuable, given the preference of many CAUT members for this type of impasse resolution mechanism. Thus, the following three case studies were commissioned for discussion at a conference workshop session, as well as for inclusion in the Bulletin. Three basic types of arbitration are illustrated here: Issue-by-Issue Final Offer Selection (U.P.E.I.); Total Package Final Offer Selection (Alberta); and Conventional Arbitration (Calgary). It is expected that at least two further articles on Interest Arbitration, from a theoretical point of view, will be reproduced in the next Bulletin.

Final offer selection

The experience at the University of Prince Edward Island

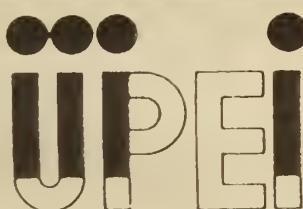
by Ralph Hazleton

In 1976 the Board of Governors and the Faculty Association at the University of Prince Edward Island adopted a new system of collective bargaining. The new procedures call for item-by-item final offer selection. The UPEIFA is not unionized and the collective bargaining procedures are outside the Prince Edward Island Labour Act.

After three years experience with these procedures it is now possible to evaluate our experience. Because these procedures are new and to some extent innovative in Canadian Universities, it is hoped that our experience will provide more information to the faculty of other universities who may be considering new systems of collective bargaining.

The emphasis in this presentation will be on the description and the evolution of our system of final offer selection, however, first a brief discussion of our previous experience which led to these new procedures is useful.

When the University of Prince Edward Island was formed in 1969 the Board of Governors and the Faculty Association agreed upon a set of interim procedures for "discussing" salaries and fringe benefits. These interim procedures lasted until the present procedures were adopted on June 1, 1976. The interim procedures called for a Faculty Association "discussion" team (the word *negotiate* was forbidden) to meet with a committee of the Board of Governors for a specified period of time. If, at the end of this period, agreement was not reached between the two parties, the Board's proposal was imposed on the faculty. The only recourse the faculty had to the Board Committee's proposal was for the



faculty team to appear before the full Board and argue their case. This route was pursued frequently and without success. These procedures actually worked relatively well in the first few years of the University. Eventually, because of changing enrolment patterns, restrictive government funding and the inflation rates in Canada, the faculty became increasingly frustrated. The faculty discussion team came to believe that they were being treated in an extremely cavalier manner as well as having difficulty maintaining a constant real income.

Because of some fundamental flaws in the procedures, and because of the changing economic and political environment, the salary discussions became standardized in the following way. The two committees would meet, they could not agree, the Faculty Association Committee would reject the Board of Governor's proposal, the Faculty Association Committee would recommend to its membership non-acceptance, the Faculty Association Committee would appear before the full Board of Governors and the Board would impose their proposal on the faculty.

In the spring of 1975 salary discussions broke off and the Faculty Association, by a large majority, voted to present the Board and the administration with several demands, one of which was new procedures for negotiating salary and fringe benefits. At this time the Faculty Association also approved certain actions to be carried out if the Board of Governors were not

responsive. These included the faculty's inability to attend convocation, and unavoidable delays in submitting final marks of graduating seniors and others. In addition, a Faculty Association Committee to investigate the possibility of unionization was formed.

After a very turbulent spring a joint committee of the Board of Governors and the Faculty Association was formed to establish new procedures. This committee met during the 1975-76 academic year and in the spring of 1976 new procedures were jointly approved.

The Faculty Association Committee on procedures had three immediate goals they wanted to achieve. These goals were all a result of previous years' experiences.

First, was to establish a framework which would provide an incentive for both parties to bargain in good faith. Second, the Faculty Association desired a formal, specified means of dispute resolution in place of imposed settlements by the Board of Governors. Third, the Faculty Association desired to have negotiations settled in advance of the submission of the University budget to the Maritime Provinces Higher Education Commission.

The significant aspects of our present procedures are as follows:

1. Negotiations are completed in August of the year preceding the contract. For example, the UPEIFA has just completed negotiations for the 1979-80 academic year.
2. The procedures call for a mediator to be called in to aid in the negotiations after a specified period of negotiation takes place and an impasse is reached.
3. A selection officer is called in at a later date and has the dual role of mediation and arbitration. If agreement is not reached between the two parties by August 25, the selection officer makes a choice separately on all unresolved items in the final submissions of the two parties.

Probably the most contentious point in the procedures of the negotiations was the date on which negotiations would be completed. The Board Committee did agree that negotiations would be completed one year in advance. The Faculty Association believes that this was an extremely important point. If this could be accomplished then the salary package would become a firm commitment given to the University Budget Committee, and be included in the University Budget presented to the Maritime Provinces Higher Education Commission. In previous years the faculty "discussion" team was continually faced with the fact that the Maritime Provinces Higher Education Commission had made its recommendation to the provincial government and the provincial government had recommended a certain per-

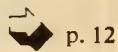
centage increase in the operating budget of the University. The Faculty Association was then faced with the argument that the University did not have the money and the only way they could grant us our requests was to increase tuition, residence fees, or reduce some existing University expenditure.

The existence of a mediator and selection officer is obviously the most important aspect of our negotiations. This results in a resolution of any impasse in negotiations by an objective third party who is in a position to weigh the various arguments and evidence, independent of the parties' vested interests. It is vastly superior to settlements being imposed by the Board of Governors. Because the selection officer is faced with an item-by-item final offer selection it was believed that not only was a rational system of dispute resolution established, but also that it would induce the two parties to come closer together in their demands, and therefore, contribute to a higher degree of good faith in bargaining. It was also considered desirable to provide the selection officer with as much flexibility as possible. For example, the evidence may suggest that the item on sabbaticals made by the Faculty Association is reasonable and should be chosen, while the Board of Governor's item dealing with summer school stipends is the best. Rather than choose an entire package of either of the parties, which may include very objectionable requests, the selection officer can be selective.

In addition to the points discussed above, there is a section in the procedures which specifies certain conditions under which negotiations can be reopened after the selection officer's final decision.

The reopening clause was included to take into consideration the fact that the Maritime Provinces Higher Education Commission's grant to the University may be significantly different than the grant requested by the University. In that event either party may request a reopening of negotiations. The Faculty Association and the Board of Governors agreed that the reopening clause was necessary. However, the end result, as stipulated in the procedures, is that the final decision of the selection officer cannot be changed except if both parties agree to the change.

It is the view of the faculty negotiating team members over a period of three years that two of the three goals of the Faculty Association have been obtained. First, we now have our salary and fringe benefit package settled in advance, and it becomes a pre-determined item in the University budgetary process. Second, we are more or less satisfied with the means by which disputes are resolved. The third goal, the establishment of a framework which would provide an incentive to bargain in good faith has



not been attained, in the view of the Faculty Association negotiating teams.

Our experience suggests that the Board of Governors' negotiating team has tended to adopt a strategy which undermines the role of the mediator, the role of the selection officer as mediator, and in effect forces the process automatically to forced choice on all items by the selection officer. As a result negotiations have not often been more meaningful than in the past although there was a mutually agreed settlement during the most recent round of negotiations concluded in August of this year. The reason for this is that the Board of Governor's committee refuses to agree on individual items in isolation from the other items. Even if an item is minor and involves zero cost to the university the Board Committee will not agree with that item. Except for the unlikely possibility that the entire salary and fringe benefit package is agreed to by both parties, which, as mentioned above, has occurred only once, it is almost automatic that the entire package will go to the selection officer. Since the Board committee will not agree on individual items, the mediator's success has been negligible. It is not an exaggeration to suggest that the outcome would not be significantly different if the two parties were to simply submit their proposals to the selection officer for forced choice and dispense with any meetings between the two parties. The process really amounts to one of convincing the selection officer of the reasonableness of the proposals. However, the very presence of the selection officer does have an influential effect. His presence forces an increased degree of reasonableness in the final submissions of both parties. Indeed this has, historically, been the strongest argument in favour of final-offer arbitration. The two parties, in their final submission, are forced to anticipate what the selection officer believes to be reasonable, therefore, it is likely that the two parties will come closer together in their final submissions. It is the experience of our negotiations that, in fact, this has happened. In the first year of the new procedures the request for a change in the basic adjustment in scale only differed by .5 of 1% in the two parties final submissions. In the second year the difference was 3%.

In addition to the difficulties mentioned above, there are, from the stand point of the Faculty Association, several other difficulties in our procedures.

1. Our procedures and our negotiations are not under the umbrella of the Provincial Labour Act. This being the case the question arises as to what would happen if the Administration and

the Board of Governors did not comply with the selection officer's decision. The UPEIFA sees this as being highly unlikely because of our confidence in the Administration and the Board of Governors. In any event, the Faculty Association has been assured by CAUT lawyers that our procedures do amount to a legal contract.

2. Related to the above is the fact that there is no means for resolving grievances which may result from the procedures. In our experience there has been one case where this would have been useful.
3. The procedures only cover full-time faculty who are members of our association. This is becoming more and more important as the percentage of part-time faculty increases.
4. The fact that we negotiate our contracts one year in advance means that the data we have to compare is one year, and in many cases, two years old. For example, if we want our summer school stipends increased the Board committee will argue against this on the basis of what summer school stipends are in other universities at that point in time.
5. Since the Board of Governors' negotiating teams in the Maritimes emphasize comparability of salaries and fringe benefits in the area, our settlements can have a detrimental effect on other faculty associations and unions, to the extent that we receive low settlements.
6. The Agreement on Procedures is not permanent. It originally was in force for a three-year period, and has recently been renewed for another three year period through a process of negotiation. At the end of the present three-year period the Agreement can be terminated by either party with one-year notice.

There is no question that the procedures at UPEI are superior to what existed in the past. Although there are revisions that need to be made in our procedures, the faculty at UPEI are reasonably satisfied. Those who would argue strongly for certification would make the point that one of the advantages of a union contract is that one does not have to assume good faith and trust, it becomes forced by law. For the present at least, the UPEIFA appears to prefer a less legalistic form of collective bargaining.

Ralph Hazleton, an economist, is salary chairman and former president of the UPEIFA.

Collective bargaining officer

CAUT is seeking a Junior Collective Bargaining Officer whose duties will be primarily in the area of research and administration.

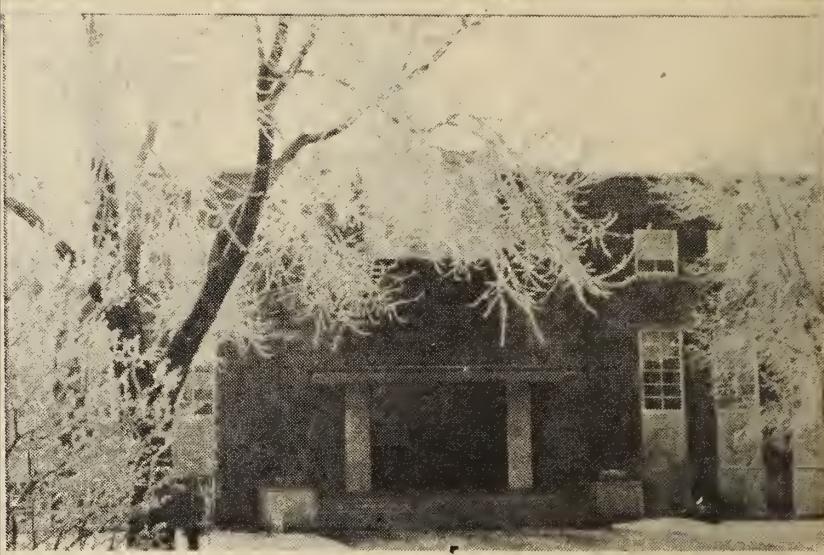
This is a new post recently created by the CAUT Board. The post will be based in Ottawa but will require some travel. Applicants should have a University Degree in Industrial Relations or Labour Law or equivalent experience, and an ability to work with and for other people. Bilingualism is a definite asset although not required for the post. Salary range \$13,845 to \$23,430. Position open January 1, 1979 or as soon thereafter as possible.

Applications with the name of three referees to:
Executive Secretary
Canadian Association of University Teachers
Suite 1001, 75 Albert Street
Ottawa, Ontario
K1P 5E7

Final offer selection

An Alberta experiment in interest arbitration

by Gordon Unger



University Hall, meeting place of U of A Board of Governors.

The change from rapid expansion of universities and relative government generosity to stable enrolments and relative government parsimony occurred with the coming of the 1970's. It has become commonplace to comment upon the effect that this change has had upon university governance and administration. In the current decade, faculty associations have perceived the need to design new relationships by which to represent their interests within the university community.

Many universities have therefore turned to mechanisms to regulate discussion between faculty and their administrations which have long been utilized by other organizations representing staff. While the traditional model of collective bargaining under labor legislation has been the norm, a number of experiments in alternative forms of interest representation have also evolved. Among the earliest of these on the Canadian scene was the development of a pioneer "special plan" at the University of Alberta in 1970-71. One of the unique features of the Alberta experiment involved the incorporation of a then novel approach towards interest arbitration known generally in the literature as final-offer selection (FOS).

The University of Alberta was fertile ground for experimentation in the area of regulation of conditions of employment. During the 'sixties it had been one of the first universities in Canada to reform its internal governing structure along the principles which were popularized in their review of Canadian university government processes by Commissioners James Duff and Robert Berdahl. In 1966, new legislation in Alberta created, for the universities in Alberta, a governing structure which recognized the key and dominant role of faculty in the academic affairs of the university. The new Act, which was in large measure a product of position papers written by members of the Association of the Academic Staff of the University of Alberta, was in retrospect, strangely silent in the matter of the representation of economic interests. Two articles did recognize that the newly created

General Faculty Council (the equivalent of the academic Senate in most university government models) should play an important role in determining procedures which affected members of faculty. Salary determination was one of the areas in which GFC could recommend procedures.

One reason that the Legislature did not include articles governing representation of economic interests lay in the fact that during the 'sixties the informal system of consultation between the AASUA and the Board of Governors seemed to be working satisfactorily. Such consultation was not collective bargaining in the modern sense. In retrospect, it may even appear to have been naive. It was, however, based on a general atmosphere which was accepted at the University of Alberta during the decade, the same atmosphere which had made the new *Universities Act* possible. The attitude can perhaps be summarized in the comment that both the Governors of the University and senior administrators, as well as the faculty association and its leadership, recognized that the effective operation of a university required a co-operative relationship. The attitude may not have been expressed verbally, but the institutions which resulted from the atmosphere are remarkably similar to models of co-determination which have been developed in the labor codes of certain European countries in recent years.

Atmosphere not idyllic

The atmosphere at the University was not, however, idyllic. In the winter of 1969-70, for example, a decade of relatively good relations was severely tested when discussions over salary scales for the following academic year resulted in an absolute impasse. Ultimately, after eight or nine months of prolonged discussion, the Board decided, unilaterally, to determine what the scales would be. As a result of this unilateral determination, the members of the faculty association met to reconsider their position. An extremely well attended (and somewhat rowdy) general

Collective bargaining conference a first

The Canadian Association of University Teachers' first annual collective bargaining conference was held in Ste. Marguerite, Quebec September 7-10.

Close to 100 university teachers representing faculty associations from across Canada gathered in the small Laurentian community to attend the bargaining conference.

The aim of the conference was to expose the participants to a full range of situations and issues currently threatening university faculty across the country.

The participants, who represented both unionized and non-unionized faculty, brought with them varying degrees of experience with the collective bargaining process. For some, Ste. Marguerite presented a whole new set of possibilities for settling local grievances and achieving equitable agreements; for others the conference offered opportunities for refinement of skills already learned through years of first-hand experience.

Two principal learning techniques were employed at the conference: collective bargaining simulation and workshops.

The simulation games involved two teams of four people each — one team representing faculty, the other administration — who were assumed to be in the middle of a collective bargaining situation. The various situations facing the participants were drawn from real-life experiences of faculty at a variety of Canadian universities. Professional arbitrators, primarily from the CAUT's collective bargaining committee, were on hand to act as advisers and referees.

One particularly lively session saw pitted against each other two former comrades at the bargaining table — Ken McGovern and Dan de Vlieger. The two men had worked closely together on negotiating a collective agreement for the faculty at Regina. At the conference, they found themselves on opposite sides of the fence for the first time and proved to be formidable opponents.

Settlements varied considerably from game to game, but all teams

eventually settled and no strikes disrupted conference proceedings.

Besides being good fun, the simulation games proved to be a very effective learning technique in providing "real-life" situations for airing of the issues raised in the workshops.

The workshops, which took the form of discussion groups with three or four leaders, covered a range of topics of current concern to faculties across the country: financial exigency and redundancy, compensation, arbitration, "job actions", seniority, special faculty appointments, Senate and bargaining unit relations, duty of fair representation, minority rights, and market differentials.

The workshops on interest arbitration proved to be particularly effective in conveying the realities of the collective bargaining experience to the un-initiated. The workshops offered case studies from four universities, each of which relied on interest arbitration, but followed different approaches to reaching agreements. Gordon Unger outlined the final offer selection "total package" approach of the faculty at the University of Alberta. Ralph Hazelton gave details on the "item-by-item" final offer selection system adopted by the faculty at the University of Prince Edward Island. John Cowan described the total package system of the University of Ottawa. Finally, Richard Vanderberg detailed the conventional arbitration approach taken at the University of Calgary. The four case studies (three of which are described in detail on the accompanying pages) offered clear-cut choices for faculty members anticipating working out arbitration procedures for their universities.

The general consensus on the collective bargaining conference was that it was instructive, stimulating, good fun, and represented an auspicious beginning for what is to become an annual CAUT event.

H.B.



Alberta from p. 12

meeting considered the alternatives and came to the conclusion that, in law, their position was perilous. The association thereupon commissioned a small group of its members, led by a professor of industrial relations at the University, the late Douglas Muir, to consider alternatives to the *status quo*. A number of alternatives were considered: collective bargaining under the *Labor Act*; amendments to the *Universities Act* to introduce a legal form of co-determination similar, perhaps, to the alternative then being studied at the University of Toronto which incorporated shared authority of the lay and academic members of the university community; the application of civil service legislation to the university staff; and others. The Muir commission also conducted a general survey of the membership. It became clear from the survey that the membership desired minimal changes to the *status quo* but that they did wish to have some assurance that unilateral determination by the Governors could be avoided. Muir's committee,

therefore, recommended that the Association seek a form of a voluntary recognition as the representative of staff in negotiations with the Board of Governors.

Since Doug Muir and his committee recognized that faculty members were not enthusiastic about using the right to strike or other forms of "job action", they examined various forms of arbitration. The concept of final-offer selection was being discussed in the literature of the day and had been recently introduced in the Province of Ontario for certain engineers in the public service. The Muir committee recommended that final-offer selection be examined as an alternative.

The Muir recommendations were considered by a general meeting of the AASUA in January of 1971. They were overwhelmingly endorsed by the membership. The Association prepared a resolution for GFC requesting that body to recommend to the Board that bargaining under voluntary recognition incorporating the arbitration of disputes be adopted as the procedures for regulating economic conditions of employment.

The Association accompanied the resolution by a petition signed by more than 85 percent of the academic staff of the University. GFC made the recommendation to the Board and when the consultation process on salaries broke down for the second year in a row, the Board agreed to consider some form of impasse resolution. By September of 1971 an agreement had been reached between the Board and the Association with respect to impasse resolution procedures. The procedures in only slightly modified form have been in place since that time. The Board of Governors recognized the AASUA as the spokesman for all academic staff in the matter of determining salary scales, pension plans, benefit programs and expense allowances. In short, those conditions of employment to which a dollar cost can be easily attached are negotiable by a procedure which ends in the final-offer selection if no agreement is reached.

It should be noted that the Association and the Board had already agreed, since 1966, to another document which provided that academic conditions of appointment concerning appointments, promotion, dismissal, tenure and the like were contractual in the form of a common contract negotiated by the AASUA on behalf of its members.

Selection officer makes final choice

The special plan for salary negotiations prescribes strict time limits for the conduct of negotiations although it permits these to be extended by mutual consent. Should agreement on the topics introduced by either party not be reached, the outstanding items are referred to a selection officer who chooses one or the other position. The Selection Officer does not have power to vary either of the positions. His decision is binding on both parties.

In order to prevent difficulties in choosing a selection officer during an impasse, the procedures require that the officer, or a panel of officers from which one might be chosen, be agreed to in advance of the opening of negotiations. If negotiation reaches an impasse, each party prepares its final position and the Selection Officer holds hearings as required in order to permit the parties to present their positions and rebut that of the other party. The officer then chooses one or the other position. He is not required to make any justification for his choice, although in practice most awards have been made with some reasons attached.

In the early years of the plan, procedures required that a negotiated settlement be conditional on the government grant not differing from an agreed estimate by more than 2 percent, and that an arbitration award be conditional on the grant not differing by more than 2 percent from the estimate of the party whose position was chosen. In the event of a larger difference, a new negotiation, followed if necessary by an FOS arbitration, would be required.

Indeed, in the first year of the experiment this procedure was brought into play. An early agreement had been reached with respect to a salary package for 1971-72. When the amount of the government grant was announced it was significantly below the estimate which had been made within the university. In consequence, the parties attempted to renegotiate the agreement, failed in the attempt, and were required to utilize a selection officer to make a decision.

Since it seemed to the AASUA that this procedure not only gave the government a veto over the salary settlement, but in addition provided a

disincentive for a government grant more than 2 percent higher than the estimate used in the salary negotiations (in one year the grant was 1.9 percent higher), a change in the special plan was negotiated which makes an agreement or award binding. Negotiations now normally take place after a fairly reliable indication of the size of the government grant is available.

In two of the next three years the FOS procedure was called upon again. Thus there were three arbitrations in the first four years of the special plan. The selection officers twice chose the final position of the Board of Governors and once that of the Association. It was suggested by some that this alternation between the two parties might be a pattern for the future. However, the selection process was not used for two subsequent years. It was introduced again for the fourth time in the negotiations for 1977-78. Depending on whether one counts the first year's experiment as a single negotiation, or as two separate negotiations, selection officers have been used in four of the eight or nine negotiations to date.

A nalysis of the advantages, disadvantages, successes, or failures of the plan by persons who have participated in it are bound to be subjective. The following comments are perceptions which arise from a rather narrow perspective and must be considered in that light. In general, the program has been successful in that it has permitted an orderly resolution of disagreements over the better part of a decade.

The atmosphere of the 1960's which was based on mutual trust has continued. Although the realities of the bargaining table inevitably include disagreements on specific issues, the overriding atmosphere has nevertheless been a good one. Perhaps because of the history of co-determination which had existed at the University, the divisiveness which has accompanied some movements towards traditional collective bargaining and certification under labor legislation has been avoided. It would probably be a mistake to attribute this atmosphere of trust to the final-offer selection process as practiced at the University. It is more likely the case that the process evolved because the atmosphere really existed. Nevertheless, the process has enabled the University of Alberta to navigate the course of the 'seventies without any serious impairment of the goodwill of the 'sixties.

Special plan avoids divisiveness

Whether FOS has resulted in more favorable financial rewards for the academic staff of the University of Alberta is, of course, impossible to determine definitively. Some cautious conjecture may, however, be attempted. In our opinion, any negotiation process is preferable to a system in which the final result is determined unilaterally by a single party. Not only are results of a negotiated (or arbitrated) settlement more acceptable to staff but our review of the history of the past decade suggests that administration and Boards which retain the right to determine salary levels have placed other priorities ahead of salaries for academic staff. Conjecture over what might have happened if traditional labor negotiating procedures had been in use is more difficult. Sufficiently few university faculty associations have used *Labor Act* procedures for long enough to permit comparison. In general it is our opinion that unless

BARGAINING TALK NÉGOCIATIONS

by Ted Bartley (CAUT Collective Bargaining Officer)

The feedback from the first annual NATIONAL BARGAINING CONFERENCE has been encouraging, and planning is already underway for next year's session. Please contact the Ottawa office if you have any suggestions... The new CAUT COLLECTIVE BARGAINING INFORMATION SERVICE has also been well received. It contains a full collection of the various guidelines, clause finders, and model clauses, and is available for use by individual members at the faculty association office. The revised appendices to the Clause Finder Chapter on Tenure are now available for circulation. All those who are in possession of a copy of the CBIS are encouraged to return the Recipient's Form (found in the front of each binder) as soon as possible. This will ensure that all copies of the Service are kept current... Finally on the topic of document flow, individual members should be aware that each local faculty association should now have a copy of the new CAUT HANDBOOK ON CONTRACT ADMINISTRATION. This work was prepared by two former CAUT professional officers, Geoff England and Ian McKenna, to assist local associations in the administration (i.e., enforcement) of their collective agreements, special plans and faculty handbooks. In-depth discussion and analysis is offered on four main topics: effective internal structuring of an Association/Union; preparing for arbitration; procedures at the arbitration hearing; and some legal aspects of arbitration.

On the certification front, the hearing is now concluded at UNB, and the New Brunswick Labour Relations Board has called for written argument from the parties... At a general meeting on October 13th, the LAURENTIAN University Faculty Association directed its Executive to proceed to certification by a vote of 36 to 7, with one abstention. A certification campaign was begun almost immediately and, within four weeks, a majority of the faculty had signed... The results of the certification vote at DALHOUSIE were as follows: 265 in favour, 217 opposed with seven spoiled ballots; 489 votes were cast out of a total bargaining unit of 636.

Renewal negotiations are now underway at ACADIA, LAVAL and YORK, and bargaining pursuant to a monetary re-opener is taking place at CARLETON. Meanwhile, some progress has been made in the protracted talks at BRANDON. The only major remaining items are tenure and promotion, financial exigency, and salary and fringe benefits... The recent settlement at MANITOBA provides for salary increases of 3% on scale, 3.2% CDI and .7% merit.

In a recent arbitration at the University of MONCTON, arbitrator André Morel was asked to interpret paragraph 21.03 of the Collective Agreement, which provides that "... l'Université n'accordera en congé sabbatique pas plus de 6% du nombre des membres à plein temps durant toute année universitaire..." The question therefore was whether six per cent of the faculty members should be entitled to a sabbatical leave in any given year, or whether it could be some lesser number, at the discretion of the University administration. In his written award, Mr. Morel concludes that paragraph 21.03 neither guarantees a set number of sabbaticals nor allows arbitrary decisions on the part of the administration. Rather it simply places a ceiling on the number of sabbaticals which are available in any given year. Entitlement is determined pursuant to the entire Sabbatical Leave Article; if more than six per cent qualify, then an appropriate number may properly be deferred. If less than six per cent qualify (i.e., new plus deferred sabbaticants), the university can then properly fund less than that number.

Although the decision in this case might appear self evident, it does contain a lesson on the topic of contract interpretation. On the face of it, the phrase "no more than six per cent" might appear to allow a discretion for any number between zero and six, depending (perhaps) on available funds. As the arbitrator correctly found, however, this is clearly not the case when one considers the entire sabbatical scheme as set out in the whole of Article 21. Any word, phrase, or sentence in a collective agreement must be interpreted in the context of the entire agreement, and particularly in the context of the specific article in which it is located.

In the October issue, the issue of assessing the validity of a threatened declaration of financial exigency was discussed. Once it is determined that such a crisis does in fact exist, however, one must then ensure that lay-offs occur as equitably and efficiently as possible. For this to be the case, it is essential that workable procedures for selecting who is to be laid off are in place long before the actual emergency.

In this respect, a few faculty associations have negotiated clauses in their collective agreements which employ modified seniority systems to govern layoffs. However, the large majority of agreements rely on the peer review process, and seniority may only be relevant where the abilities of two individuals are equal. Where lay-off procedures based on peer review and academic priorities are preferred, members should consider Paragraph A.4.(e) of the CAUT GUIDELINES CONCERNING REDUCTIONS IN ACADEMIC APPOINTMENTS FOR BUDGETARY REASONS, which was passed by Council in May, 1978. Sub-paragraph (11) provides: "Where academic priorities govern lay-offs, the identification of individuals to be laid-off should remain at the initiative of the department and should be made according to appropriate academic criteria on fair and non-discriminatory bases... Recommendations should be made by a standing or ad hoc departmental committee following full consultation with all members of the department..." In addition, sub-paragraph (iii) goes on to require that individuals should always have the right to appeal their designation "...on the grounds of bias, prejudice or failure to follow the procedures, under procedures similar to those established for the appeal of tenure and dismissal decisions at the university provided such appeals allow for arbitration..."

Alberta from p. 13

university faculty demonstrate a resolution to use strike action where necessary to support financial demands, arbitrated awards will be as good as settlements under *Labor Act* procedures. The demonstrated reluctance of Boards of Governors under *Labor Act* procedures to agree to arbitration of economic issues would tend to support this view. (It must also be noted that the devising of a special plan has enabled the University of Alberta to forego the divisiveness which has accompanied many efforts to obtain certification at multi-Faculty campuses).

In terms of economic results there appears to be no significant difference between the awards under FOS and awards at those universities which continue to use conventional arbitration procedures. All forms of arbitration share certain deficiencies from a faculty negotiator's point of view. It must be recognized, for example, that university arbitrations are conducted as a "fixed pot" negotiation. The university has no ability to raise funds. Government grants are determined by persons external to the university; and in Alberta tuition increases require government approval. Hence, the arguments tend to focus on distributive questions rather than on measurements of the economy and external market comparisons.

This introduces another problem in the use of FOS or conventional arbitration within the University. It is difficult for a faculty association to convince a selection officer, who is normally unfamiliar with the university context, that their evaluation of the ability to pay is more valid than is the assessment of the Vice-President (Finance) who drafts the budget. Related to this question is the scarcity of qualified interest arbitrators. The majority of experienced arbitrators in the Province of Alberta are affiliated with universities and therefore have a conflict of interest in arbitrating university disputes. Finally, it appears to be the case that failure to reach a negotiated settlement occurs about as often where final-offer selection is the impasse resolution procedure as where conventional arbitration is used.

A review of the literature of the past several years with respect to FOS reveals that most arbitrators still do not like the constraints imposed upon them by the process. The requirement,

for example, in most forms of FOS which constrain the arbitrator to choose a complete package of positions on a series of perhaps disparate items is one which is disliked by many. Clearly, this represents a difficulty and those contemplating the use of FOS should consider the possibility of item by item selection, especially for those areas which are not clearly trade-off items.

Nevertheless, the literature does tend to obscure what we perceive as the most important advantage of final-offer selection. The process requires both parties to be absolutely realistic about their final positions, if they are not implicitly to invite a selection officer to choose the other party's position. The history of negotiation at the University of Alberta would indicate that little time is wasted on argument about unrealistic positions. The process tends to remove emotional kinds of arguments from the debate and requires concentration on rational arguments. (This is not to suggest that any bargaining process, even with FOS, is necessarily a rational exercise. The art of negotiation will always rely upon an element of histrionics.) The process has provided, however, for the effective communication of information. At the University of Alberta, it has resulted in the progressive refinement of the data base on which argument is dependent, and in continued joint faculty-administration analysis of such factors as ability to pay, comparability with other universities, the cost of benefit programs (the A.I.B. program helped in this respect) and the like. Even when agreement has not been reached the differences between the parties have become sufficiently small during the negotiation process that the award, no matter which position has been chosen, has been regarded as "reasonable" by most members of the Board of Governors and of the academic staff.

On balance, the Alberta system works. It is not a panacea, but is a method for resolving problems specifically designed to meet the particular environment within which it functions. To what extent it would be successful in other environments, and to what extent it will meet the yet unknown problems of the next decade, remains to be determined.

Gordon Unger is the executive secretary for the Association of Academic Staff of the University of Alberta.

CAUT Committee on Collective Bargaining

The CAUT solicits nominations to its Committee on Collective Bargaining for two three-year positions commencing July 1, 1979. Nominations should be sent by March 1, 1979 to Gordon Jones, Chairman, Elections and Resolutions Committee, CAUT, 75 Albert St., Ottawa, Ontario, K1P 5E7.

A nomination should have the approval and be accompanied by the curriculum vitae of the nominee.

ACPU — Comité de la négociation collective

L'ACPU sollicite des propositions de candidats qui pourraient faire partie du Comité de la négociation collective. Le mandat est pour deux postes de trois ans et commence le 1er juillet, 1979. Les propositions doivent parvenir au plus tard le 1er mars, 1979, à Gordon Jones, Président, Comité des élections et des propositions, ACPU, 75 rue Albert, pièce 1001, Ottawa, Ontario, K1P 5E7.

Les personnes intéressées sont priées de faire parvenir leur curriculum vitae.

The various approaches to procedures for determining who is to be laid-off in the event of a valid financial exigency are available to members through their local faculty associations from the Ottawa office. Keep in mind however that NO approach should permit arbitrary lay-offs in the middle of the financial exigency, which is undoubtedly in no one's best interest.

Collective Bargaining in any given situation reflects not only the labour and management groups directly involved, but also the economic and political climates of the jurisdiction in which the bargaining takes place. Any collective bargaining activity is therefore the result of at least four different factors. For this reason, and also because the four factors are not static, but dynamic, any single bargaining occurrence is unique. The degree of uniqueness will vary, both over time and also with respect to other bargaining situations involving other groups, jurisdictions, or taking place at different times.

This paper will briefly describe the factors which impinge upon bargaining at the University of Calgary and then offer an analysis of them in terms of their impact upon bargaining at the University of Calgary.

The provincial environment

The legal framework under which bargaining takes place is determined by the Public Service Employee Relations Act. This Act became law in the province of Alberta on May 18, 1977. It was designed to provide the legal framework for collective bargaining for provincial employees in the province. The legal framework for bargaining in the private sector is provided by the Alberta Labour Act.

The Public Service Employee Relations Act was the subject of considerable discussion during the time it was being debated in the Alberta legislature and in the period immediately following its passage. It is still strongly opposed by organized labour. The reason for opposition to it is that it is far more restrictive than the Alberta Labour Act. It prohibits strikes and is far more restrictive as to what topics may be arbitrated. Because of these features, the Alberta Federation of Labour has filed an official grievance with the International Labour Organization of the United Nations regarding the legislation.

The effects of the Public Service Employee Relations Act upon bargaining at Alberta Universities is clear and straightforward.

Section 2 (1)(a) states:

"This Act does not apply to the persons named in the Schedule to the extent described in the Schedule..."

Section 2 of the Schedule states:

"(1) The Board of Governors of each university under the Universities Act while it is acting as the employer of its academic staff as defined in the Universities Act."

(2) The academic staff as defined in The Universities Act of each university."

Thus universities are excluded from the coverage of the Act.

Section III of the Act states:

"The Universities Act is amended as to Section 19 by striking out subsection 5 and substituting the following: The Alberta Labour Act, 1973 does not apply to the Board or Academic Staff."

The old section 19 (5) of the Universities Act had read:

"The Crown Agencies Employee Relations Act applies to each university and the non-academic employees of the university as if the university were an agency of the Crown under that Act."

The resultant effect of the brief passages in the Public Service Employee Relations Act is to deny coverage in the area of labour

Interest arbitration at the University of Calgary

by R.D. Vanderberg

legislation and collective bargaining to all academics and universities in Alberta. Academics are not now covered by the Crown Agencies Employee Relations Act, the Alberta Labour Act, or the Public Service Employee Relations Act.

The result of this total exclusion from all labour legislation is that common law provides the only legal framework for collective bargaining activities of academics in Alberta¹.

Because of this total exclusion, faculty associations would not be able to seek certification if that were their wish. Neither are they guaranteed the right to bargain collectively on behalf of their members after meeting certain basic conditions. This resulted in the CAUT, on behalf of the University of Calgary Faculty Association (TUCFA), filing a grievance with the International Labour Organization.

The recent labour legislation in Alberta is consistent with the attitude of the current Government of that province. In a 75 seat legislature, the government has 69 seats. Little substantial change is anticipated as a result of the forthcoming election.

Economically, Alberta is the bright spot of the ten Canadian provinces. Its unemployment rate is either the lowest or next lowest, depending upon the month selected, of all the provinces. Its rate of growth is high. Forecasters are unanimous in predicting continuing economic prosperity for the province during the next decade. Calgary is growing by 1800 persons a month. It is now the third largest financial center in Canada with the third busiest airport. Its population is approximately 500,000 as is Edmonton's. The prosperity of the Province, while dominated by petroleum, is also firmly based upon agriculture and coal mining.

In spite of its prosperity, relative to other provinces, Alberta is in a period of fiscal restraint so far as governmental support for universities and other provincial institutions is concerned. This past year the government increased its grant to universities by 8.25 percent. That is large relative to grants in some other provinces, but small relative to the prevailing economic conditions in Alberta and to the financial ability of the government.

Also, Alberta universities have not suffered the drastic declines in student enrolment witnessed elsewhere. Preliminary enrolment figures for the University of Calgary for September 1978 indicate a small increase. There has been a ban on expenditures for buildings at the University of Calgary since 1971 which has resulted in severe space problems in several faculties.

The university environment

Collective bargaining at the University of Calgary is carried on in accordance with "An Agreement to



Bargain Collectively" between the Board of Governors and TUCFA. The last Agreement was for a period of three years commencing July 1, 1975. In June of 1978 an interim agreement was concluded which states that the existing Agreement to Bargain Collectively will continue in force until July 1, 1979 or until a new Agreement to Bargain Collectively is concluded, whichever is first. Negotiations are currently in progress to conclude a new Agreement to Bargain Collectively.

The current Agreement to Bargain Collectively is what the CAUT has referred to as a special plan. In it TUCFA foregoes the right to seek certification and in return is recognized as the sole bargaining agent for the academic staff. Since, as pointed out above, it is no longer possible for TUCFA to be certified because of the Public Service Employee Relations Act, the Board is currently insisting upon a revocation of the sole bargaining agent clause. This is being done despite the fact that the University of Calgary is a union shop, i.e. membership in TUCFA is a condition of employment for all Board appointed academics. Of the approximately 1,000 Board appointees, over 900 are active members of TUCFA.²

The Agreement provides for a specific and detailed timetable for the conduct of annual negotiations. In practice both parties have proven to be flexible in altering that timetable as circumstances warranted. Where negotiations fail to resolve all items in dispute the Agreement is clear. It states:

"In the event any of the items for negotiation have not been resolved by November 15, negotiations shall cease, and the unresolved differences shall be referred to a three-man board of arbitration."

In other words, both parties have agreed that interest arbitration will be used if they themselves are unable to resolve all items in dispute.

Under the present agreement only the following are negotiable:

1. Salary scales (including increment values) and salary structure(s).
2. Pension plans.
3. Professional Development Allowance.

4. Disability Insurance

5. Level of salary support for:

(i) sabbatical leaves

(ii) leave with assistance for advanced study (assisted leave)

(iii) maternity leave

6. Staff Travel Allowance fund.

7. Fringe benefits: term insurance, medical, dental and health plans and such other fringe benefits as may be mutually agreed upon.

Interest arbitration in practice

In the three years during which the Agreement to Bargain Collectively has been in force at the University of Calgary, interest arbitration has been used three times. Not once have the parties been able to reach agreement when left to themselves. For this reason, a rather negative one, both parties agree that arbitration as the final step in the collective bargaining process is necessary.

Both parties also agree that the inclusion of a mediation step would possibly be helpful. Unfortunately, because of the current legal situation, this has so far proven to be impossible to implement. There are two reasons for this failure. The first is that in practice the parties acknowledge that they would be unable to agree upon a mediator acceptable to both. Secondly, because they are excluded from the Provincial labour legislation, the Provincial Government is unwilling to supply a mediator if requested to do so. A further difficulty would arise if the Government did provide a mediator. He would not have any effective power. He would not be operating under the legal mandate which, in other bargaining situations, would be the source of his power and leverage with the two parties in dispute.

The selection of the three man arbitration board has proven to be difficult. The Agreement to Bargain Collectively calls for each party to name one arbitrator. Those two then meet to select the third, the Chairman of the arbitration board. If they cannot agree upon a Chairman, the decision is left to the Chief Justice of the Supreme Court.

In theory, this sounds fine. It does result in an appointment being made. In practice there are several real and potential problems.

The Chief Justice is, as are the members of the Board of Governors, subject to political pressures. It has even been suggested by some observers that their appointments are akin to political patronage! In any case, the selection made by the Chief Justice has not always been viewed by some academics as being free from political bias.

There are no limitations placed upon the Chief Justice as to whom he may appoint. Normally he has a tendency to appoint a lawyer. This tends to make the arbitration proceedings somewhat legalistic and runs the risk that the award may have some shortcomings when it is applied in practice. Neither is there either a guarantee, or a requirement that the Chairman have any experience in arbitration, or industrial relations generally. Such, unfortunately, was the situation in the 1977 arbitration. The Chairman had no experience. The board's "first" award was so unclear that both parties requested the arbitration board to clarify it. The board ruled on things not in dispute and failed to rule on items in dispute. It resulted in TUCFA going to the Supreme Court with mixed results.



**University of Victoria
Victoria, B.C.**

invites applications and nominations for the position of

**VICE-PRESIDENT
ACADEMIC**

The position carries responsibility for the establishment of academic objectives and for the development and coordination of academic programmes. Candidates should have an established reputation for scholarship and a demonstrated record of administrative achievement with Canadian experience.

The appointment is to be made as soon as possible, but no later than 1 July 1979, for a five-year term. Salary is open to negotiation.

Written applications, accompanied by a curriculum vitae and the names of at least three referees, are to be forwarded by 15 February 1979 to:

J.A. Schofield,
Secretary, Search Committee for
Vice-President, Academic
Department of Economics,
University of Victoria,
Box 1700, Victoria, B.C.
V8W 2Y2

THE UNIVERSITY OF MANITOBA

FACULTY OF ADMINISTRATIVE STUDIES

Applications are invited for the position of

**HEAD
DEPARTMENT
OF
ACCOUNTING
AND
FINANCE**

The appointee will be responsible for the administration and coordination of teaching and research within the Department and for liaison with government, industry and professional organizations.

The Department consists of 20 academic staff members who are active in teaching, research and professional activity.

Effective Date of Appointment 1 July 1979
Closing Date for Applications 31 January 1979

Salary will be commensurate with experience and qualifications.

Applications, including a detailed resume and the names of three referees, should be addressed to:

Dr. Walter S. Good,
Chairman of the Selection Committee,
Faculty of Administrative Studies,
University of Manitoba,
Winnipeg, Manitoba, R3T 2N2.

Calgary from p. 15

An illustration may be helpful. The board ruled that the percentage increase in salary scales of each rank be increased by different amounts at the floor and the ceiling. It gave no guidance as to what percentage increase should apply to those who were between the floor and ceiling of each rank. Should the rate at the floor apply? Should the rate at the ceiling apply? No one knew!

Lack of knowledge a problem

An even greater difficulty is usually present. Chairmen have little or no familiarity with university systems of pay. These are quite different among universities and seldom have much in common with payment systems in private enterprise or the public service. In this sense, the Chairman begins with a degree of ignorance about the subject matter before him.

This lack of knowledge is not confined to levels and systems of pay. It also includes many other factors found at the bargaining table in universities but totally absent in the private sector. Items which quickly come to mind are sabbatical leaves, travel allowances, assisted study leaves, professional development allowances, etc. In presenting the faculty's case with respect to these items, great care must be taken to show how they operate in the university environment, why they are necessary, and to emphasize that their consideration within the university environment is of a significantly different nature than would be the case in a private firm.

Staff travel is an example. In business any travel undertaken in connection with the job is normally paid for by the employer. That is not the case for academics traveling to learned meetings, traveling for research purposes, etc. Yet academics are evaluated in terms of their research and publications. Research and publication is part of their job description.

The same situation applies to sabbatical leaves. Great care must be taken to show that sabbatical leaves are not simply paid vacations, but involve a definite work commitment.

**Faculty must educate
chairman and board**

The degree of unfamiliarity with many of the topics normally found in university bargaining sessions places an important obligation upon faculty associations. They must accept the responsibility of educating not only the Chairman of the arbitration board, but also the other two board members. This includes board members who may be academics at other educational institutions. To assume that board members are familiar with, and understand the implications of issues before the board is an open invitation to disaster.

The implications of this fact for the presentation of a case before the arbitration board are many. Assume nothing. Explain each element in your presentation slowly and clearly. Make certain that the implications of alternative decisions are spelled out. Don't get too esoteric. Graphs, charts, slides are all useful in presenting your case. Few lawyers think well or clearly in mathematical terms. A chart of the C.P.I. will get through to them much more effectively than the quick quoting of numbers. Use sources with which they are familiar such as the Financial Times etc. Government data is a good source since it comes from an impartial source.

Preparation for arbitration does not involve a substantial increment of additional work if adequate preparation is made for collective bargaining. It does involve some additional work, primarily along the following lines.

An arbitration brief must be written and presented to the arbitration board, usually before the arbitration process begins. It should be clear and brief. It is also advantageous to have it read critically by someone who is not involved in the bargaining / arbitration process. If it is clear to them, it should be clear to the arbitrators.

Team approach helps

The team approach, frequently used for bargaining, should be continued into the arbitration process. Different topics appeal to different persons. The amount of information to be covered, researched, and presented is usually too great for one or two persons. Also, two heads are better than one. Certainly, a division into wages and fringe benefits is helpful.

As during the bargaining process, every effort should be made to keep the membership informed. This is even more important if the bargaining positions are presented to the other side "without prejudice". This tactic not only has the advantage of being cautious but, more importantly, it has the advantage of providing flexibility. You may well wish to alter your position between what it was at the bargaining table and what you wish to present to the arbitration board.

Flexibility, as a tactic, should not be underestimated. In most cases faculty associations will have a distinct advantage. They usually have both the power and ability to change their position and / or respond to a new, unanticipated development, far faster than management. Management's position must often be approved by the Board of Governors. Also, management's negotiators seldom have much experience in bargaining or arbitration, especially interest arbitration.

A further advantage for faculty associations is that they have the ability of drawing upon their membership. Within most universities it is not too difficult to locate professors with expertise in economics, pensions, etc. If such persons are used, they can provide both depth and flexibility during both negotiations and arbitration.

Don't forget to properly brief your nominee or sideman to the arbitration board. It is important that he be made fully aware of all facts supporting your case but also the priorities with which you view your different demands. This last item is unfortunately neglected all too frequently. When it is, it places upon the nominee an unnecessary burden and increases the probability that you will not be as successful as possible. It is also unfair to expect that an outsider will be aware of your priorities and the reasons for them.

Most parties which have extensive experience in both collective bargaining and interest arbitration would agree that it is preferable to have the two sides negotiate and reach an agreement rather than having a settlement imposed by any outside party. The two parties in a bargaining relationship are the ones who must live with, and administer the agreement. This fact infuses negotiations with a degree of practicality frequently lacking in solutions imposed by outside, third parties.

NOTES FROM WASHINGTON

by Clive Cookson

The first great wave of faculty unionization in the United States seems almost to have passed. It started ten years ago with the landmark organization of the City University of New York (CUNY) System by the American Federation of Teachers (AFT) and peaked in the mid 1970s, following the 1972 decision of the American Association of University Professors (AAUP) officially to commit itself to fight for bargaining rights in competition with the AFT and the other giant teacher union, the National Education Association (NEA).

So far the three national Associations have organized about 82,000 faculty members in 230 four-year colleges and universities and another 52,000 in 370 two-year colleges — altogether about a quarter of the country's university and college teachers. But the pace of the movement is slowing down. Last year only seven four-year institutions voted for unionization, according to the annual survey conducted by the faculty unionism project at the University of California, Berkeley. Academics at another eight institutions voted against collective bargaining, making 1977 the first year in which rejections have outnumbered union victories.

In the two-year sector the overall position looks brighter, with 23 community colleges organized for the first time last year. It turns out, however, that 21 of them were in California, where the legislature passed a law permitting collective bargaining in the state's community college system in 1976. The rush for bargaining rights is still on there.

Next year it will extend to the four-year sector, for the legislature passed a bill last summer that will give bargaining rights to employees of the 19-campus California State University and College (CSUC) and the 9-campus university of California (UC) — the apex of the State's three-tier system of higher education. They are the only state employees still forbidden to unionize.

Observers expect teachers in the CSUC to vote for unionization after the law takes effect next July. The side-effects of proposition 13, which left them without pay rises this year, are thought to have left them in a more militant mood. However it will be a big surprise if UC faculty, who are more steeped in the idea of the community of scholars (and have more say in the running of the university), accept unionization.

Outside California the three national faculty teacher associations are having to work very hard to find new institutions to organize. The available market for unionization is almost saturated. (Academic unionization has been one of the new national trends that have moved east to west across the United States.)

In 25 states, collective bargaining is still not allowed in public higher education, and although moves are being made in various legislatures to change the law, prospects of widespread success seem discouraging, at least in the short term. Politicians perceive the public mood as conservative and anti-union.

In the other 25 states most public colleges and universities, except the major research institutions, have already been organized or have decisively rejected unionization.

The private sector has generally been more resistant to unionization. Although faculty at some fairly large and well-known independent universities, such as Boston University and Fairleigh Dickinson University, have voted for collective bargaining, none of the elite research universities have shown any signs of temptation. Morton Baratz, general secretary of the AAUP, said candidly in an interview early this year that he did not expect to see collective bargaining in the most prestigious institutions like Harvard and Stanford in his lifetime.

In the competition for bargaining rights in four-year institutions, the AFT is ahead with about 90 campuses organized by its affiliates. AAUP and NEA have about 50 each. In the two-year sector the AAUP has made very little impact, with only six chapters elected. NEA and AFT, whose great strength lies in public elementary and secondary education, are running neck and neck with well over 200 campuses each.

Efforts to unionize private institutions have been hampered by doubts over the legal right of faculty members to indulge in collective bargaining. The position was further confused this year by apparently contradictory rulings by two different US appeals courts.

In April the Court of Appeals for the First Circuit ordered Boston University to start bargaining with the BU chapter of the AAUP, which won a collective bargaining election in 1975. The judges ruled that the National Labour Relations Board (NLRB) — the Federal agency with legal jurisdiction over collective bargaining outside the public sector — was correct in including departmental chairmen in the bargaining unit, and rejected the University's contention that the chairmen were managerial and supervisory staff and therefore ineligible for inclusion.

Then in August the Court of Appeals for the Second Circuit dismayed the three national organizations by ruling that Yeshiva University in New York was not obliged to bargain with the Yeshiva University Faculty Association (YUFA) because its members were managerial personnel. The three judges decided unanimously that academics at Yeshiva (an independent Jewish University) have substantial employment practices, curriculum, admissions, academic standards and tuition fees, and therefore effectively run the university.

Although the court looked only at Yeshiva, its system of governance is similar to most mature private universities and the decision would presumably be applicable to them too. However, the court also drew a distinction between Yeshiva College and the decision of the First Circuit Court concerning Wentworth in 1975 where it was held that the faculty did not have significant impact collectively or individually on policy or management.

Boston University has already appealed to the Supreme Court to review its case, and the NLRB and YUFA (an independent union affiliated to none of the three national organizations) are expected to do the same. Many observers expect the Supreme Court to agree to hear both cases together, in order to clear up as many as possible of the uncertainties that have surrounded faculty collective bargaining in private higher education ever since the NLRB took responsibility for it in 1972.

If the country's highest court upholds the Yeshiva decision, it could virtually put an end to collective bargaining in private universities (except where the institution voluntarily agrees to bargain with a faculty union).

A Supreme Court ruling in the Boston and Yeshiva cases would not apply directly to public higher education where unionization is subject to state rather than federal law, but it would certainly affect public universities indirectly, as state bargaining laws are influenced by the NLRB and the federal courts.

Calgary from p. 16

Despite its advantages, a negotiated agreement is not always possible, nor, at times, desirable. Where one side refuses to bargain in good faith, or where the power relationship may be one-sided, arbitration does provide a viable alternative.

The threat of a solution imposed by a third party may be sufficient to force a recalcitrant party to adopt a more positive stance at the bargaining table.

A number of arbitrations in succession may also have political repercussions. This is especially true if the Board of Governors is, or perceives itself to be, responsible for carrying out the will of the Government.

Arbitration maintains status quo

The value of arbitration to the parties is also dependent upon the issues to be placed before the arbitration board. As a general rule, arbitration is an effective method for maintaining the status quo and a poor method of breaking new ground. Arbitrators tend to be risk averters. For this reason, arbitration boards tend to place considerable weight on comparability, on what exists at other, similar institutions. Seldom will its awards contain anything of a path breaking nature.

For these reasons, interest arbitration has a natural appeal for those faculty associations which find themselves in a position of weakness relative to the Board of Governors with which they bargain. At the University of Calgary, where because of existing legislation, TUCFA has no legal bargaining rights, this is the case. We have been able to use arbitration to substantially strengthen our otherwise very weak position. By combining arbitration with what Arthur Ross called the "orbits of coercive comparison", we have been successful in obtaining employment conditions which, although not the best in Canada, do compare favourably with most similar institutions.

Where a faculty association's weakness is a result of its own poor performance and does not have the support of a large proportion of the faculty, interest arbitration would be a second-best solution. In practice it would probably act as a constraint upon the type of innovative performance necessary to regain the support of academics.

In this sense, interest arbitration is not a panacea. It isn't a substitute for properly representing members and exploring innovative solutions.

A further, and major weakness of interest arbitration is that it is confined to those topics which both parties have agreed to submit to arbitration. In practice this means that the number of topics to be negotiated or arbitrated may be very limited. With respect to largely financial issues, this is not a major weakness since such items are reasonably



substitutable. It is a major weakness however, where non-financial items are important. If the university administration chooses to follow a strong management's rights approach there is little which the arbitration process can do to broaden the scope of arbitration. Given a conservative administration or a situation of fiscal restraint this must be considered a major weakness.

Lastly, it must be pointed out that arbitration, if it is to be an effective tool, places a premium upon planning, research, teamwork and coordination by the faculty association. While flexibility is a key element in all of these, it is not the same, nor a substitute for, an ad hoc approach. Neither is it a substitute for a methodical, logical preparation.

In conclusion, interest arbitration is a tool. Like any tool it is best suited to perform a specific task. It is not suited to work well in all situations. Each faculty association should carefully evaluate their own situation and needs. Once this is done the most appropriate tool for the job can be selected. Interest arbitration is only one of the tools from which the selection can be made.⁴

1. For a more complete analysis of this situation see Brian G. Hansen, *The Status of the Alberta Faculty Associations Under the Public Service Employee Act* (Calgary: Confederation of Alberta Faculty Associations, 1977).

2. There are two classes of membership: active and inactive. Active members pay dues to both CAUT and TUCFA and have full voting and other rights. Inactive members pay no dues and have no voting rights.

3. Arthur M. Ross, *Trade Union Wage Policy* (Berkeley: University of California Press, 1956), pp. 53-64. According to Ross the orbits of coercive comparison were determined by the following factors:

(1) labour market competition; (2) product-market competition; (3) centralized bargaining within the union; (4) common ownership of establishments; (5) participation by government; and (6) rival union leadership.

4. This paper was prepared for presentation at the CAUT Collective Bargaining Conference, September 7-10, 1978 in Ste. Marguerite Station, Quebec.

The author is Executive Secretary of the University of Calgary Faculty Association.

Paid leave from p. 7

limited to a large extent to job related training programs. Should paid educational leave in Canada be extended to non-vocational courses? Should it be promoted through collective bargaining, legislation or other mechanisms? The European experience indicates that the initiative for P.E.L. in most cases came from the labour movement. In several European countries (France, Italy, Germany), trade unions had a great deal of success in negotiating some form of educational leave at the bargaining table. In some instances government gave legal sanctions to the contractual agreements that had already been signed by the social partners. The best known case of paid educational leave in Canada is a clause in the collective agreement between UAW and Rockwell International. It provides the establishment of a fund for trade union education. Legislation in the Canadian context should be considered only after such clauses have become common and the social partners have had a chance to debate the issues concerning P.E.L. openly.

In the meanwhile, various Canadian governments could assist in promoting educational leave policies, by disseminating information on all facets of workers' education, by co-ordinating the activities of various governmental and non-governmental organizations involved in various types of educational and training programs, and by encouraging employers and unions to devote more funds to training and educational programs.

In Canada as in France, a large proportion of business and industrial firms are small scale enterprises. Governments could assist the employers in these establishments in implementing policies pertaining to educational leave by establishing industrial training boards and providing necessary funds. For unemployed youth, apprenticeship training courses along the lines of day-release courses in the United Kingdom could be very helpful. Governments could support or sponsor courses in the field of general and social education. Such courses could be taught through C.B.C. or educational T.V.

We also learn from the European experience as exhibited by France and Belgium that, even though individual workers have a right to P.E.L., few

workers take advantage of it. This means that social partners and policy makers must pay special attention to problems of motivation and methods of instructions in order to come to grips with the problems faced by unskilled, semiskilled and other less advantaged groups of workers in the labour market and the surrounding social milieu. In the final analysis it is the social partners who must work together to reach agreement on the goals and processes of paid educational leave.

* Prof. Jain's paper has been accepted for publication by *Industrial Relations, Quarterly Review*, Laval University. □

CAUT Board votes ... from p. 1

to age 70, and if this is done, should university professors be excluded from the operations of such a law. The CAUT will form its position on the basis of the response to the ballot.

A CAUT brief on the activities of the RCMP, approved by the Board last spring, will be the basis of a CAUT appearance before the McDonald Commission in February.

The CAUT Board authorized the Relations with Government Committee to draft a brief for the federal government's Commission on Educational Leave.

At the request of the Queen's University Faculty Association, the CAUT Board authorized the Relations with Government Committee to look into the human rights component of the federal constitutional proposals for possible future action by the CAUT.

Constitutional Amendments

The CAUT Board endorsed certain amendments to the Association By-laws approved in principle by the CAUT Council at its May meeting. It resolved to recommend the by-law amendments to Council for final approval by mail ballot early in the New Year.

The Constitutional Committee was directed by the Board to carry out a thorough review of the Spencer Fee Formula. The committee is also to look into the possibility of creating a new position of "speaker".

The Board approved the removing of the responsibility concerning subsidies to small local associations from the Constitutional Committee to the Executive. □

Le Comité de la liberté universitaire et de la permanence de l'emploi

Appel de candidatures

Le Comité de la liberté universitaire et de la permanence de l'emploi demande qu'on propose des candidats appelés à faire partie de ses cadres.

Le mandat des membres du Comité est de trois ans. Le Comité compte onze membres, y compris le Secrétaire général et le Secrétaire général associé senior, et environ le tiers des membres du Comité changent chaque année. Les membres du Comité sont nommés par le Comité exécutif, sur la recommandation du Comité de la liberté universitaire et de la permanence de l'emploi, qui s'efforce d'assurer un juste équilibre sous le rapport de la représentation géographique, des disciplines et de l'expérience.

Le Comité s'occupe des griefs des professeurs des institutions qui comptent une association affiliée à l'ACPU. En outre, le Comité voit à la promulgation de déclarations de principes et de directives touchant la titularisation, la liberté universitaire, les procédures à suivre pour déterminer les contions d'emploi, etc.

Les noms de personnes à nommer au Comité de la liberté universitaire et de la permanence de l'emploi devraient être communiqués à Gordon Jones, Président, Comité des élections et des propositions au plus tard le 1 mars 1979. Il faudrait joindre une brève notice biographique indiquant les antécédents universitaires du candidat et l'expérience qu'il a des activités de l'association de professeurs et des questions de liberté universitaire. ACPU 75 rue Albert, pièce 1001, Ottawa, Ont. K1P 5E7.

THE UNIVERSITY OF MANITOBA

Invites applications and nominations for the position of

DEAN FACULTY OF AGRICULTURE

The Faculty of Agriculture at the University of Manitoba has a complement of 99 faculty and 150 support staff. It consists of six units, the Departments of Agricultural Engineering, Agricultural Economics, Animal Science, Food Science, Plant Science and Soil Science and the School of Agriculture responsible for approximately 774 undergraduate degree and diploma students and 206 graduate students in M.Sc. and Ph.D. programs. The Faculty carries a full range of teaching and research responsibilities and extensive liaison activities with organizations and individuals in the agricultural community.

Candidates should have qualifications appropriate for appointment to a senior academic position and strong leadership ability. Demonstrated knowledge of and preferably experience in Canadian Agriculture will be an important consideration. Relevant administrative experience would be an asset.

The appointment is expected to commence September 1, 1979 and is for a renewable term of normally five to seven years.

Please address enquiries and recommendations to:

Provost R.A. Johnson,
Chairman,
Selection Committee for Dean
of Agriculture,
Room 202, Administration Building,
UNIVERSITY OF MANITOBA,
Winnipeg, Manitoba,
Canada. R3T 2N2

...CALL ME A BUM!

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ATTENTION DEAR...

BATHES
RIGHT?

Reprinted from the *Globe and Mail*.

Interview:

Dr. Vivian Abrahams

Vivian Abrahams is Professor and Head, Department of Physiology at Queen's University. In October 1978 Dr. Abrahams became President of the Association of the Scientific, Technological and Engineering Community of Canada (SCITEC). He holds a Ph.D. and D.Sc. from Edinburgh University and has served as a member of science policy committees with the Canadian Physiological Society and the Canadian Federation of Biological Societies. John Kucharczyk spoke with him in November about recent developments in federal science policy, the financial predicament of Canadian universities, and the need for communicating science to the public.



CAUT — You're an active researcher, and have strong international standing as a physiologist. You're also the chairman of a department of a major Canadian university. How does your work with SCITEC fit in with all this? Why did you become president of SCITEC?

V.A. — I became president of SCITEC by accident. I got a phone call from somebody saying would I let my name stand — they just wanted to have some competition. I never expected for one second...

CAUT — Now that you've been chosen president by accident, what directions will SCITEC under the helmsmanship of Vivian Abrahams take?

V.A. — Well, I suppose that my intention's to mount my horse and ride off in three directions. SCITEC has not got the really outstanding relationship with the scientific community as a whole that it needs. It has to do a good job of going back to the scientific community and reminding them why it was founded and why they should support it. It's done a much better job with respect to Parliament, and I think this we must nurture and expand. The Parliamentary and Scientific Committee, while it has never turned out to be what we had expected, has become very important and I think it's activities will expand and we'll see the real bridge into the parliamentary community. I think that while I'm perfectly prepared to march with a placard up the hill, there are more effective ways of putting across a point of view. A third thing to which we must devote a lot of energy is public awareness. We have to be very effective in working with the Task Force and improving the awareness of the Canadian public of the role that science plays.

CAUT — You've just touched on an area that's been a sore point with science writers, and with the public in general — that we have a great mass of non-communicative scientists who march to their laboratories early in the morning and emerge sometime in the evening and nobody knows what they're doing. Do you have any reason to believe that the situation is changing?

V.A. — Slowly. I still feel embarrassed, and I suspect many of my colleagues feel embarrassed, when they see their name in print in a lay journal. There's an exhilaration when your latest paper comes out and there is a shudder when you see your name in an article in the press. The reasons are

many. Often there is the problem of having to simplify down for the press to the point where you feel you're being ridiculous in the eyes of your colleagues. Secondly, there is a tendency for some parts of the press to be more impressed with "Gee whiz" science than with reflective introspective analysis, and one does not always want to be associated with the "Gee whiz" scientist.

CAUT — You're one of the great proponents of excellence. You talk about the need for excellence in research, in teaching, in scholarship in general. The government, it seems to me, recently has not been so concerned about excellence as it has been about what they call strategic grants — "areas of national importance" in funding research. How important will this question of excellence be to the average Canadian researcher and to the government in what seems to be the great battle that's shaping up?

V.A. — You've heard me say many times that it is just as difficult, it takes just as much time and just as much money to do the wrong experiment as it does to do the right experiment. The whole point of excellence in science as I view it, is getting the maximum benefit out of any individual's effort. The strategic grants program may have some measure of success but I think it ignores some of the lessons we have learned very painfully and very expensively and which I think are exemplified by the Comroe-Dripps report on research — that it is quite often impossible to predict where you are going. For example, the strategic grants program focusses on a few areas that are defined as national goals. It is quite likely that absolutely fundamental information essential to the realization of those national goals will come from programs which are not and could not be supported under that program. I think it is of some value. I suspect it's not of as great value as its proponents would believe.

CAUT — Judging by the recent evidence that the government seems to be shifting increasingly towards strategic grants for each of the granting councils, the message about the importance of basic research seems not to be heard by those who really matter in government. What are we doing wrong?

V.A. — We often have failed to get our point across effectively enough. No applied research can be any better than the basic research upon which it is based. Basic research is exactly what its name implies. It is research which provides fundamental information from which one can move forward. In some areas the basic

research is very highly developed and people are now working, putting more and more time on smaller and smaller problems. In other areas, there are huge information gaps. I feel very uncomfortable when anybody says that we should downgrade basic research or upgrade basic research. There is within that a monolithic view of science which simply is inappropriate. Science is not a monolith and what is appropriate for one part of one discipline is totally inappropriate for another part of even the same discipline. This whole excellence thing is very powerful medicine. I don't think that we should have a half a dozen scientists who are mopping dry all the funds in the country. We should really try and adequately fund our truly excellent, highly productive people. You equally have to realize that science involves a whole spectrum and that people go up and down, and if you cut off scientists you destroy a potential resource. I don't think you should carry on pouring money onto a person who is demonstrably non-productive, but we must be willing to live through the phases when people are relatively less highly productive or when they are changing direction. I've seen some people who could easily have been written off but with a little encouragement, a little change in direction, have gone from being rather mediocre scientists to very high quality scientists.

CAUT — How do you convince the government that they should be tolerant of less productive researchers in this time of financial cutbacks?

V.A. — There is a lovely phrase in

common use that somebody is going to be hard-nosed, and sometimes it means hard-brained too; by that I mean that the brains get very solid. They become immune to argument. This is sometimes taken as a tremendously positive asset in government. I'm not sure that it is an asset in government or anywhere else. We've had an enormous battle about bilingualism, about the need in this country to have two languages. Science is a language and a nation must have competence in science if it is to exist in the twentieth century and particularly in the twenty-first century. One has to live with the realities of science. You cannot invent realities. They exist. One of the realities of science is that people do go up and down. They have productive periods; they have non-productive periods. One cannot change scientists. One cannot insist that every time they go into the laboratory they come out pursuing terribly good science. It isn't like that. What we should be able to do is look into say a five year average to see that within the peaks and troughs there is a good level of achievement. One of the things that I find very upsetting is that when I look at the young people now we almost expect them to work sixty or seventy hours a week and to give up normal lives to become a successful scientist. We don't ask this of many other areas of occupation. We certainly don't ask it of people in the retail trade, we don't ask it of people in industry, we don't ask it very much of lawyers or even physicians. Why do we ask this of scientists?

CAUT — It's a myth that a scientist works endless hours because he likes doing research?

Academic Freedom and Tenure Committee

Call for Nominations

The Committee on Academic Freedom and Tenure solicits suggestions for nominations for membership on the Committee.

Term of office for Committee members is three years. The Committee has eleven members, including the Executive Secretary and senior Associate Executive Secretary, and approximately one-third of the Committee is changed each year. Members of the Committee are appointed by the Board, on recommendation of the Academic Freedom and Tenure Committee, who strive for an appropriate balance in terms of geographical representation, discipline and experience.

The Committee deals with grievances from faculty members at institutions with associations affiliated to C.A.U.T. In addition, the Committee is concerned with the promulgation of policy statements and guidelines on tenure, on academic freedom, on proper procedures for determining terms and conditions of employment, and so on.

Suggestions for nominations to the Academic Freedom and Tenure Committee should be sent to Gordon Jones, Chairman, Elections and Resolutions Committee no later than March 1, 1979, together with a brief biographical statement on the candidate's academic background and experience in faculty association activities and academic freedom matters. C.A.U.T. 75 Albert St. Suite 1001 Ottawa, Ont, K1P 5E7.

THE UNIVERSITY OF MANITOBA

Winnipeg, Manitoba

*Invites applications and nominations for
the position of*

Dean of the Faculty of Engineering

The Faculty of Engineering consists of the Departments of Civil, Electrical, Geological and Mechanical Engineering with a program in Agricultural Engineering. It has a complement of 68 full-time faculty and a support staff of 37. Student enrolment is 1,323 undergraduate and 161 graduate.

Candidates should have superior academic qualifications, qualify for the rank of professor, and have relevant administrative experience with strong leadership ability.

The position is available July 1, 1979

Candidates for the position should forward curriculum vitae and names of three referees to:

Dr. D.J. Lawless, Vice-President (Academic)
University of Manitoba
Room 202 Administration Building
Winnipeg, Manitoba R3T 2N2

Applications will be received until January 15, 1979.

The University of Lethbridge

*invites
applications and nominations for the position of*

Dean of Education

The appointment will be effective July 1, 1979 and is expected to be for an initial term of five years.

The Dean administers a faculty with three major departments: — Field Experiences, Curriculum and Instruction, and Educational Foundations; all responsible for undergraduate professional education leading to teacher certification in Alberta.

The University is seeking candidates with administrative experience who have established reputations within the areas represented by the Faculty. Applications will be received until an appointment is made. Applications or nominations should be sent to:

Chairman
Search Committee for Dean of Education
The University of Lethbridge
4401 University Drive
LETHBRIDGE, Alberta.
T1K 3M4

V.A. — Maybe he likes his wife too.

CAUT — The federal government has made it quite clear that by 1981 at the latest, and probably much sooner, it will want to withdraw substantially if not altogether from cost-shared programs with the provinces in research, post-secondary education and other areas as well. This of course puts great strain on the existing services for post-secondary education and research. What do you think will happen to post-secondary education and research if the federal presence really becomes substantially less than it is now?

V.A. — The basic income unit was a very effective device for holding back universities. It tended to ignore the increasing amount of research that was going on in universities in Canada, almost alone of western countries. We do not have a system of nationalism in medical research. We concentrate this research in the universities. As enrolment declines, particularly under-graduate enrolment, as the university income begins to show a decline, we are still expected in the public interest to maintain the level of research activity that we should. This is not simply because there is a huge amount to be done, but also because of the rather important aspect of creating an environment particularly in a medical school of continuous inquiry, continuous examination and not an examination of what is being done here but right through the world. People have to be able to make reasonably critical judgements and this involves knowledge. Knowledge comes from the first hand experience — research. So we are on a collision course. If the federal government withdraws its support as you suggested earlier, and the universities attack the kind of funding that we have, then inevitably income must decline with all the problems that that will create for the research community. The first thing that will happen is that the free study time will be greatly gutted since universities will not provide the support staff, and so individuals will not be able to free themselves from the routine jobs that otherwise can be done by sub-professional staff.

CAUT — The problem that you've just outlined seems symptomatic of a much greater malaise. The federal Liberals generally do not get along well with the Conservative premiers and the whole constitutional debate on federal-provincial sharing of responsibilities in post-secondary education and research will take some time. In the meantime there will be a further decline in the research and teaching capability in our universities. How do you go about convincing the governments that while the major decisions are being made in Ottawa, and the provincial capitals, we should retain some semblance of unity within the university community?

V.A. — I think what we're looking for and what we haven't seen is a leadership role from the Medical Research Council, the National Sciences and Engineering Research Council, and Social Sciences Research Council. I think for too long now they have been looking at their own programs in a rather narrow and if I dare say so, very conservative way. They've not been willing to look at the nation and say what is the Canadian need and how can we meet it? I think it is a time for the granting councils to look again very carefully at their responsibility to the Canadian public, and I do not define its responsibility as

simply a fiscal one. The councils have got to a stage where grant applications, instead of being a means to an end, have become an end in themselves. These have become so elaborate, occupy so much time, that in fact they are a tremendous siphoning off of research worker's time. The councils should be spending time worrying about the global national scene and this has to come from national quarters. In the long-term, it's unrealistic to expect the provinces to do a great deal. You see what happened in Ontario with the lottery funding. There's an unwillingness to enter into long-term commitments.

CAUT — There are those who maintain that the scientific community while communicating with the public should be very careful that this is communication about science and not simply lobbying for more money.

V.A. — Look, if one looks at support of science in countries where science has a high profile — Germany, Holland, Sweden, and to a lesser extent the United States; Britain is also in the first league — the support for science in these countries has come less from any grass roots public awareness than from the attitude of an elite that sciences are important to the country and should be supported. It is extremely difficult to find any evidence in a country that I am aware of that going to the public is the route by which support for science occurs. Certainly, if you look at things from the die wissenschaftlich... wissen-schaftlich... in Germany, if you look at the organization of science in Sweden, you find that it is an elitist kind of activity — very well funded by any standards — but an activity for an elite and by becoming a scientist one can join the elite. We simply have never done that in Canada. Having said that, I still feel very strongly that we have a need to go to the public and tell them about science. I don't believe that this should be attached to the level of support of science. It is quite a different activity in my view. It is related to the fact that in the 20th and 21st centuries science is and will play a huge part in people's lives and it's important that they have some realistic understanding of science. I don't think that that is where I want to fight the battle for support of science. I would want to divorce those two activities entirely.

CAUT — Do we need a permanent body to dialogue with the public about science? How do we avoid creating just another bureaucracy?

V.A. — I don't think we need a permanent body. There are many ways in which the public can be informed about science. I think that the media are slowly becoming aware of the fact that the public is interested in reading about science and this is at what I call the "Gee whiz" level, but also at the more reflective analytical level. And we now have some excellent science writers who I think are capable of putting forward provoking and informative articles in journals and newspapers and newsmagazines and I think we can do more than we have been doing in radio and television, but I don't think that we want an organization which is charged with doing that. I can see a variety of organizations which fill different niches.

CAUT — I'd like to go back to an

earlier point. The first ministers are meeting currently in Ottawa to discuss federal-provincial future relations in many areas including culture, communications, resource development, resource taxation, powers of spending and so on. In their very, very long list there is no mention made whatsoever of R & D, despite the fact that during the last couple of years there have been some 500 articles in the Canadian Press alone about industrial strategy, about science and technology being an integral part of that industrial strategy. Why isn't R & D on the agenda? Who should take the first lead here in drawing a blueprint for a new Canadian industrial federation?

V.A. — I don't think anybody meeting at this conference has given ten minutes thought to science and technology. You ask me who is going to take the lead? I'm not sure we'll ever get far enough on that line for it to be a matter of any consequence.

CAUT — Increasingly, representatives from all sectors of the Canadian research community have been talking about the need for the government, the industrial sector, the universities — who have up to now worked almost at arm's length from each other — to get together, to transfer technology, to collaborate on projects, to commercialize university inventions, etc. How should this be done?

V.A. — I think there are several aspects to this. One of the points that John Sheppard of the Science Council made in a recent forum was that countries who spend great amounts on research tend to be countries with good sound industry. One of the problems that's hindered the transfer in Canada, is where do you go to if you don't have the industrial base. If we're only spending 0.9% of the G.N.P. on R & D then the opportunity for transfer doesn't exist to the same degree that it exists in more developed countries. So I think it's a bit of a complicated argument, somewhat like the horse and cart situation. We say we are now transferring effectively but we haven't got anywhere to transfer it to. How do we do it? For example, the native Canadian pharmaceutical industry is minuscule. If we develop a new idea in a university, where do we go to? Do we go to one of the American branch plants or do we go to a client that is turning out cut-rate aspirin? This is part of the problem. The transfer of technology requires that both sides be strong — that the universities are strong and able to utilize what is there or what is being given. Until we see the steady growth of all sectors we are not going to see any progress in the level of transfer. In eastern Ontario, you can count the major industries within a fifty mile radius on the fingers of one hand, and I can't think of any that are Canadian owned. So if you want to transfer technology to these plants it seems to me the dilemma is not just the transfer of technology but the transfer of technology onto foreign owned branch plant industries.

CAUT — Last June 1st, there seemed to be a great springing-up of hope in the Canadian research community when the Minister of State for Science and Technology made some announcements about research incentives, but since then there's been very little heard about these. Has progress been made?

V.A. — While the announcement did

offer new funds for the granting research councils there are no reasons to believe this is part of any great new strategy. It was rather the remedy of a very obvious shortfall. Since then, the situation has become confused. There are cuts coming and there have been cuts that have been made in areas which have small amounts of money. For example, the drug program of National Health and Welfare. But there is a major problem. Most research money that is spent is spent through the ministry and when the ministers are called upon to make cuts, they determine their priorities and their priorities may not be in accord with the priorities that MOSST has announced.

CAUT — Is it possible that some of these cuts which you suggest were determined by senior civil servants in various science departments in the government... that some senior civil servant fearful for jobs in his department deliberately made cuts in high profile areas hoping that this would lead to a public outcry against cutbacks in general?

V.A. — Well, it's an obvious ploy. There is no reason to suppose that senior civil servants are any less astute than any other individuals. Obviously if you can show that the cut is going to kill a sacred cow you have a much better chance of getting your money restored than if the cut is going to be invisible. To what extent that would motivate people is impossible for me to say.

CAUT — As yet there is no indication that the ploy, if indeed it was a ploy, will work.

V.A. — Well, the Petawawa station is not going to disappear.

CAUT — Are we to be hopeful then that some of these proposed cutbacks will not occur?

V.A. — Well, I don't know. The scientific community has been investigating these cutbacks to determine if there were some sound reasons or whether they were purely arbitrary decisions. One has to take it case by case, and here you've got the problem that it is extremely easy for a government to say we are going to slash expenditures by having everyone take 5% or 10% off the top. This is not a policy. It is as far away from a policy as you can get. The cuts should be made on a selective basis with very careful consideration for their long term effects. This was not done.

CAUT — Monique Bégin has said to Canadians for Health Research that there were two principal criteria to determine whether a program would be cut: a possibility of privatization and the possibility of transfer to the provincial governments. This certainly does not fit in with this notion of possible orchestration of cutbacks by senior civil servants.

V.A. — I think if Mme Bégin made such a remark, it is rather naive. I think before you make cuts in the hope that the private sector or the provincial governments will pick them up that you've done the negotiations and have the document which is cast iron and which says that people will do it. Otherwise, all you are saying is that you realize you've cut something you shouldn't cut.

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SIMON FRASER UNIVERSITY

Kelowna School of Resource Management

FACULTY POSITIONS

Faculty are needed for the Kelowna School of Resource Management of Simon Fraser University. The University is planning to initiate this interdisciplinary program in natural resource management in September, 1979. The School, located in Kelowna in the Okanagan Valley, will offer third and fourth year courses culminating in a Bachelor's degree. The University expects to appoint approximately six faculty this year with additional appointments being made over the next eighteen months to total fifteen full-time faculty. Final program approval and budgetary support from the Universities Council of British Columbia are pending; a final decision is expected before the end of 1978. The initial requirements for faculty are centred in the following general areas: ecology, geomorphology, population dynamics, resource economics, resource management, and systems analysis. Applications are invited from persons with expertise in one or more of the areas indicated above. Positions are available at all ranks. Faculty will be expected to teach undergraduate courses, to undertake research, and to participate in the development of the School and its program. Applicants should normally have a Ph.D. degree. Preference will be given to those who have previous teaching, research or professional experience in an interdisciplinary approach to natural resource management. Applicants should send a curriculum vitae and the names of three referees to:

Dr. J.M. Munro, Director
Kelowna School of Resource Management
Simon Fraser University
Burnaby, B.C., V5A 1S6
from whom further information may be obtained.

Only for your eyes

by Al Fresco

It is good to know that anything that happens in our University is confidential. This is so that we don't lose confidence in what occurs around us. If someone wants to sack you the process is so directed that you don't hear about it until the last moment — saves all the preliminary worry. Why do you think the M.P.H.E.C. insists on carrying out its public duty in a setting securely protected from public curiosity? It is the same approach as is commonly employed by the medics in the event of a terminal disease. One has, however, an extra reassurance in that you will not be dispensed with for any act of incompetence and the unhappy event may only occur by the force of what is described as financial exigency. Now, financial exigencies don't mushroom except when the University receives only a modest increase in grant or when we put up three buildings on the campus at the time when we can afford only one. In elevated circles of our institution this extravaganza is referred to as a calculated gamble. It is a pity that the last one didn't come off, since just prior to it we had two very successful tries. The first occurred when we doubled our telephone bills in one year in an attempt to catch the miscreants who kept ringing up their girlfriends in Winnipeg. The second transpired when the cleaning bills were trebled by a simple expedient of transferring janitorial services into the hands of private enterprise. In the process we rapidly moved into the position of progressive expansion without incurring an actual bankruptcy. And then something got unhinged. Just as we were completing the new Forestry building, simulating a multistory car park, the Science Library, resembling a vast liquor store and a russet elephant of athletics, the Aitken Centre, the government slowed down its largesse. It is then that we were indirectly reminded of the virtues of confidentiality since the resulting open (non-confidential) slinging match between our own superstar and the Provincial Premier was anything but edifying. In 1977 we were wiser and sent a delegation to Charlottetown to parley behind closed doors, but the outcome was just the same. Next year, *entre nous*, the threat is that the situation will stay again the same and we will be contemplating a wholesale decimation (in the Roman sense) of faculty throughout the campus and especially so in those parts of the academic body where too much peripheral scholasticism is practised. For this purpose, if I may whisper in your ear, a new computer will be purchased, equipped with prearranged programs (software) in Chinese. The latter are essential to provide a dignified air of mystery to the proceedings. Otherwise, how would anyone know that they are confidential? It is further suggested that the expenses of this venture would be forthcoming from the profit made in our book store, augmented, if necessary, by the income from the learned societies' meeting.

Meanwhile, two basic significant organizational props are being prepared. Firstly, the Academic Campus Planning Committee is inquiring about the actions to be taken as to what the departments intend to do if their budgets are again reduced? Will they curtain research or cut it out entirely? Secondly, the Library has

requested a ten percent cut in periodicals, presumably in anticipation of the next year's position of ten percent fewer readers. In addition, many other moves of greater or lesser degree of confidentiality are being taken to extract sizeable chunks from the current expenditure. It is no secret that the so-called academic fat is already very much in the fire.

Hard as some of these actions are, there seems little doubt that they are imperative if we are to retain the advantages of employing over one hundred new faculty in the last six years. It is really no good saying that small reductions in our numerical strength would produce savings on such frivolous pastimes as going to conferences or hobnobbing with the post-docs. No one as yet has demonstrated that if next year our faculty were numerically reduced, money would become available for academic pursuits. We may decide to have some new ancillary enterprise on the plate and whoosh goes another quarter of a million. Or we may conclude that the Brunswickian or some other campus publication should be expanded so as to report not only where the examinations are being held, but also on the range of departmental courses, staffing, etc., thus dispensing with a need for a calendar. But of course this cannot be done as cheaply as the printing of the calendar, and therefore new funds may be requisitioned. There may be a need to appoint a new faculty evaluator or some other resource man. No! there is no doubt that unless background inquiries are conducted with proper decorum and fitted into a rearranged confidential channel, the consequences to our savings, whatever they may be, cannot be foreseen.

I would suggest that to preclude the possible 1978 chaos, compositions of all advisory committees, by that I mean executive committees that refer to themselves as advisory, should be made secret because otherwise all their actions and decisions can be traced to the individual biases of their members. This is unreasonable, since actions are and will be forecast and sometimes even understood, though not necessarily appreciated. In these hard times such insights would lead to a loss of confidence in our administrators, they will disenchanted us with our elective reps on committees, they would be widely demoralizing to all, although only ten percent of employees are likely to be dismissed. Wouldn't it be much better for the unfortunate individuals to sacrifice themselves for good of all others? Surely this can be done by bravely facing the *sacred accomplishment* just at the instant of the imminent departure, when you receive a memo marked with a black stamp — only for your eyes.

Documents..... from p. 28

Collective Bargaining Committee. During the course of a series of straw votes in committee of the whole, it became apparent that there were no votes to be cast for the then existing CAUT policy when compared with either of the alternatives posed by the two committees. In formal vote and after considerable discussion the Council voted in favour of the position of the Academic Freedom and Tenure Committee, namely that those involved in grievances should have access to all the material in their personal files including letters of recommendation or assessments with the names of the authors attached.

Donald C. Savage

Dr. Savage is Executive-Secretary of CAUT.

by Malcolm G. Scully

JOHANNESBURG: A recent issue of the staff newspaper at the University of the Witwatersrand—"Wits" for short—included a front-page article with this headline:

IS WITS BECOMING IRRELEVANT?

The article recounted a charge that has been made increasingly about the white, English-language universities in South Africa:

"We tend to tie ourselves up in knots about issues such as academic freedom when, in fact, the problems of the day are far more urgent and significant."

The four English-language universities—especially Witwatersrand and the University of Cape Town—have been in the forefront of intellectual opposition to apartheid and to encroachments on university autonomy since 1959, when the government passed legislation that, among other things, prevented them from admitting whom they pleased.

Until 1959, Witwatersrand and Cape Town had no racial admission barriers.

Said the article in the staff newspaper, "Clearly the battle for academic freedom is no less important today than it was in 1959, but in relation to such issues as unemployment, South Africa's increasing isolation, and the current economic strains facing the country, the problems of 1959 must surely take a back seat in our thoughts and actions".

Accused of reinforcing status quo

As the newspaper's comments indicated, some faculty members and some black leaders now charge that, while the university has been outspoken in defending traditional academic virtues, it has—in part because of its very commitment to those virtues—reinforced the *status quo* in this racially divided country.

The white, English-language universities, said one black critic, "are part of the South African problem rather than part of the solution."

James Moulder, a professor of philosophy at Rhodes University, a white, English-language institution in Grahamstown, noted that a prime function of the universities had been to train professionally qualified graduates to "run" South African society. He cited figures showing that a majority of students at white universities were enrolled in professional courses.

"All the indications are that the pressure to provide professionally trained graduates will increase. And so our universities will continue to be vital links in the chain of white supremacy," he said.

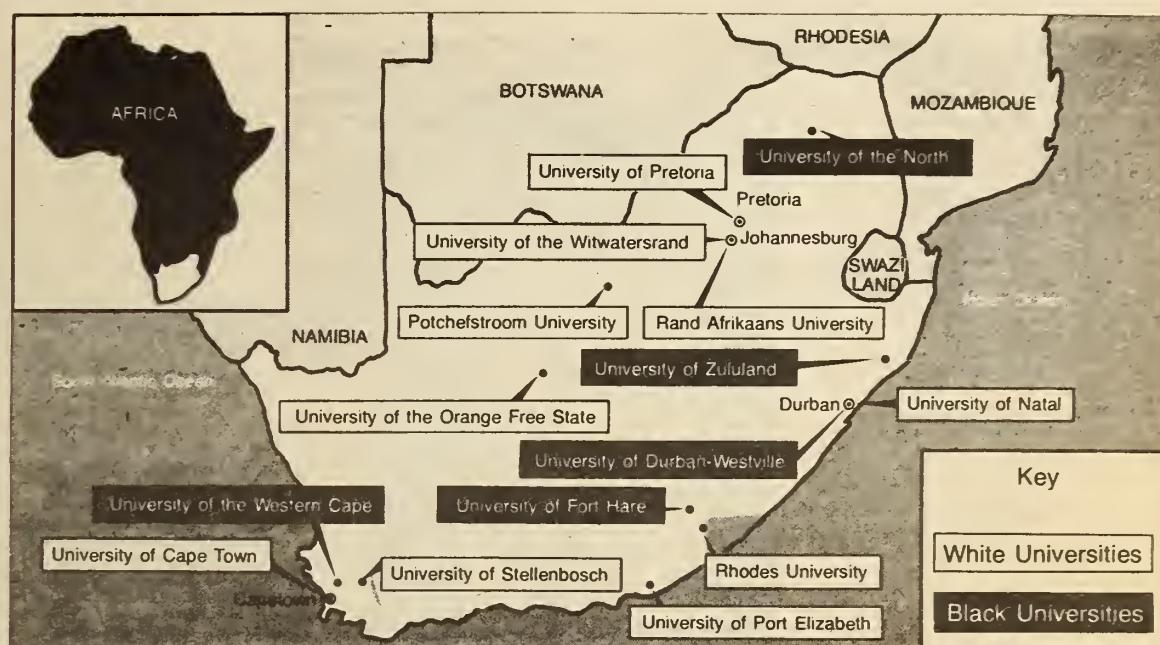
Universities' dilemmas

In addition to charges that their struggle for traditional academic virtues is irrelevant or even detrimental in the South African context, the white, English-language universities face other dilemmas produced by their role in the divided society:

- Their students and faculty members are viewed with suspicion by the Afrikaner government, whose leaders feel that the universities are, at best, indifferent to South Africa's future and, at worst, hotbeds of radical opposition to the Afrikaner model of separate development for the country's black groups.

South Africa's English Universities

Charged with reinforcing, rather than combatting, the existing system, they seek to re-define their role



- They face a growing movement by academics in other parts of the world to avoid all contacts with them. Great Britain's Association of University Teachers, for instance, has called for a boycott of "conferences and seminars . . . which might be used to support apartheid policies." It warned that "cooperation between British and South African academics is often exploited to give respectability to South African universities."

Faced with such attitudes, the white, English-speaking South Africans feel that nobody cares about their plight and that nobody understands the kind of role they play in their divided society.

The universities, however, have struggled to identify a continuing role in South Africa.

L.O. Nicolayen, chairman of the academic freedom committee at Witwatersrand, said recently that the university had taken notice of the "numerically exploding Third World, bent not only by discrimination but also by the burdens of illiteracy, malnutrition, high fertility, and the exodus from the land to the towns."

Mr. Nicolayen added, "In our research in nutrition and pediatrics and water resources, in our training of community leaders for welfare projects, and in many other similar activities," there is a "far-from-trite meaning to academic freedom here. We do as much as we can—and actually move to the limits of the law's constraints—in making the university's facilities and skills available to all sections of the community."

At the University of Cape Town, a Center for African Studies has been established—with grants from two large South African corporations.

Constraints on research

Bog Steyn, information officer at Cape Town, said the center had been created specifically to help faculty

members in the academic disciplines relate their research to the problems of southern Africa and to encourage cooperation among faculty members at white and non-white universities on a "research agenda."

Participants at a recent conference sponsored by the center complained of government constraints on "relevant research." Michael T.D. Savage, a senior lecturer in sociology at Cape Town, noted for instance that government policy had prevented anthropologists from studying the problems of urban blacks and had prevented historians from studying the oral traditions of rural black populations.

For students, the charge that South Africa's white universities are part of the apartheid problem, rather than part of the solution, has posed growing intellectual dilemmas.

According to many accounts, the National Union of South African Students, an organization centered in the English-language universities and considered the most activist in South Africa, has never regained its momentum, following a government crackdown on its leadership in 1974.

Eight persons connected with the union were banned, and it was declared an undesirable organization. That declaration, in effect, prevented it from receiving much-needed contributions from sympathetic student organizations in other countries.

Activists face harassment

Since then, the union has failed to generate widespread support among students generally—an indication, some observers say, that the government's intimidation of student opposition has been successful.

While the activism that led to the crackdown in 1974 has died down, activist students still face regular harassment. During the academic year

that ended last December, the government banned 60 issues of various student newspapers.

Editors of student papers, meeting in Durban, issued a statement condemning the bannings. "Silencing of the student press," it said, "cannot and will not change the fundamental situations and issues on which it reports."

The editors expressed their "determination to continue, despite present government intimidation, the dissemination of information vital to our future."

During academic 1977 and 1978, the students' union has called for a campaign to educate white students for an "African future," a theme that it hopes will prepare them for a role in a multi-racial South African society.

One union leader noted that white students could identify neither with the "totalitarianism" of Afrikaner nationalism nor with "the black consciousness movement."

Instead, he said, they should "find an identity for themselves as White Africans and at the same time rid themselves of the belief that their roots lay in Europe."

At the University of Cape Town, one student leader said the goal of many undergraduates there was to prepare for "alternate careers" in a South Africa that "would be very different from the one we are now living in."

However, many observers now say that the National Union of South African Students—along with activists generally—represents a small and dwindling proportion of students at the white, English-language universities. In addition, black student leaders, who have been invited to joint meetings with the union and other organizations of white students, have refused to attend.

BOOKS. LIVRES

Burton R. Clark. Academic Power in Italy. Bureaucracy and Oligarchy in a National University System. Chicago, The University of Chicago Press, 1977. Bibliography, Index, xi-205pp.

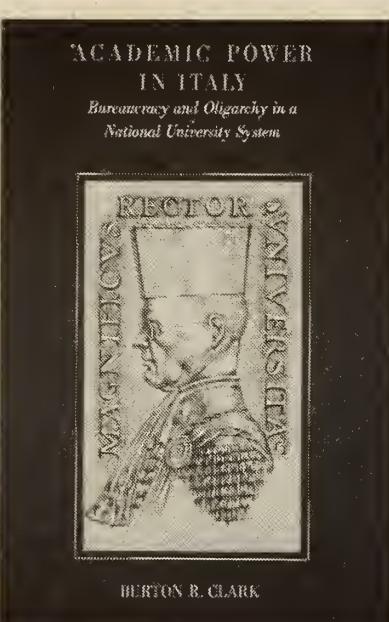
As Burton R. Clark, Professor of Sociology at Yale University, points out, in the Western industrialised nations only Italy and France have established a legally unified national system of higher education (p.46). Elsewhere regional governments have created systems of higher learning or private institutions have combined with state schools in a *de facto*, although not *de jure*, system. Until the last fifteen years Canadian higher education fit the last model. Since the middle sixties, however, the trend in Canadian provinces with more than one university has been to follow, although on a smaller scale, the French and Italian models.

Many of the bureaucratic restrictions in Italy that Professor Clark mentions in his second chapter—admissions selection to the system rather than to a university, almost no financial autonomy for universities, centralized control of the curriculum, have begun to appear in all provinces. In Canada, as well as in Italy, most university administrators are civil servants and the assertion that faculty members are not seems rooted in semantics rather than reality.

In his lengthy and admirably clear discussion of the bureaucratic labyrinth of Italian higher education, the author correctly demonstrates how the bureaucracy has become an instrument to blunt or to stifle political power. At the same time he argues that

'Mafiosi' still reign supreme

by Charles L. Bertrand



some bureaucracy is necessary in order to control what he defines as the key problem in Italian higher education, the autonomous, arbitrary power of the professors.

Even with bureaucratic controls, as Professor Clark notes, the Italian

professor has always worked autonomously. He argues that the Chairholders (the *mafiosi* as many of my colleagues who are *assistenti* call them) have too much arbitrary power which results from the continuation, in various forms, of the guild system that originated in Italian universities during the twelfth and thirteenth centuries. The proponents of the post-1978 university reforms, aroused by the combination of enormously increased enrollments, the resultant need to expand staff and the pressures of the specialization of knowledge, made some efforts to curb the power of the Chairholders. The politicians and the bureaucrats, however, scarcely dented professorial power and the individual professor still reigns supreme in the Italian system. Unlike Canada, where it may be assumed that most people believe that the universities exist for the students (or, more crassly, for the job market), the prevalent view in Italy remains that the universities exist for the professors.

Although Professor Clark provides an excellent discussion of the Italian system of higher education, he fails to place it within the context of the tumultuous

changes that have taken place in Italian society since 1960. In his introduction the author asserts that the book is an attempt "to marry political analysis to organizational analysis in the study of academic systems" (p.3). He, however, only superficially examines the political situation in Italy and, even when he concentrates on the university system, he analyzes politics only in terms of personalities, not of ideologies or parties. He does not, for example, discuss the role of professors or students in the power struggle between the parties of the left and the Christian Democrats.

The author is correct when he emphasizes the traditional secularism of the Italian universities and compares their secular base to the religious foundations of higher education in the United States (and Canada, although he never mentions it). He asserts, however, that the secularization of Italian higher education meant the triumph of the State over the Church, but a study of the role of the Church in Italy indicates that the Church, with its schools, seminaries and army of clerics, felt confident that it could dominate the society and the State without a university system. The Church erred, but it did so from a position of dominance, not subservience.

Even with its limitations, the book does provide the only coherent explanation of the structure of the Italian university system available in English. It does demonstrate that the Italian approach to higher education has its strengths and weaknesses, and a study of them can profit every Canadian who is concerned with the future of our universities. □

Gobbledygook and redundancy

by Gwendoline Pilkington

Clifford H. Edwards, Howard G. Getz, et al. Planning, Teaching, and Evaluating: A Competency Approach. Nelson-Hall, Chicago, 1977. Pp. 350...

collaborated on the book are from Illinois State University and all are practising educators; three are involved in curriculum and instruction, one is an associate professor of medical education, and one is an associate professor of education. All but one have other publications to their credit.

A note on the book cover states that "as a tool in the field of curriculum development, G.M.I. has proven to be one of the most succinct and effective methods of preparing trainees for the classroom". This should be welcome news indeed. Anyone who has suffered the boredom and indignity of the typical diploma or degree course in teacher education would eagerly welcome any contribution to the field which might provide a more enlightened and less stultifying approach. In order to judge either the book or the method as improved tools of instruction, however, readers must be prepared to wade through the surfeit of psychological and sociological gobbledegook and

redundancy with which the text is riddled.

The introduction provides a capsule view of what to expect in each section. Chapter 1 describes the model of instruction, "its rationale, and empirical support". It is here that the authors modestly assert that "there is some evidence that using the model" may increase pupils' achievement.

Chapters 2 to 7 cover lesson planning: chapter 2 provides models of "instructional objectives in the behavioural format"; chapter 3 is designed to teach competence in the area of stating "behavioural objectives in the three domains of knowledge, namely, cognitive, affective, and psychomotor"; chapter 4 deals with preassessment, or determining "the extent to which... pupils can already achieve the objective as well as to identify any deficiencies which may limit the meaningfulness of the learning activities which must be engaged in to accomplish the objectives"; chapters 5, 6, and 7 present instructional procedures that are supposed to be designed to help students to achieve the objectives.

"The task here lies in providing experiences which capture student interest, and engaging the class in activities that can be performed successfully and which constitute appropriate practice for the objectives to be achieved. The goal is to produce an appropriate written plan which can be used to teach a well organized lesson".

Chapters 8 to 13 contain simulated lessons. "The major focus is on helping the trainee engage pupils in higher order cognitive processes rather than in the mere acquisition of information". In plain English, this means that the pupils must not only be acquiring knowledge of a subject, but also the appropriate skills related to it.

Chapter 14 is concerned with evaluation which "requires criterion-referenced rather than norm-referenced evaluation". Or more simply put, if the object of the lesson is to acquire skill in map reading, the test of competence must be how well the pupil can read a map rather than how well he can write a paragraph about map reading.

The authors rightfully decry the Mr. Gradgrinds of the teaching profession—the repetition of unrelated bits and pieces of subject matter which do make learning a bore and a chore. But there is a danger here in playing down the need for pupils to learn "facts". It has become fashionable to say that it is not important to commit to memory rules underlying the 'three Rs'. However, those who have vainly tried to teach students at higher levels who have not had the good fortune to be exposed at some time to an old-fashioned teacher who insisted on their acquiring skill in rapid calculation, in reading comprehension, in writing an intelligible

High level of technical excellence

by James B. Hartman

Report on Teaching: 6. New Rochelle, N.Y.: Change Magazine, August 1978. Pp. 72.

This Report, the last of six produced by the National Teaching Program addressed to the issue of effective undergraduate teaching in American colleges and universities, deals with interdisciplinary studies and contains an evaluation of the Project as a whole.

Disciplines have always formed the basis of education, from the time of Aristotle's systematic categorization of knowledge to the present. Recently, this fragmentation and specialization has been counteracted by attempts to transcend traditional departmental boundaries to provide a more comprehensive approach to intellectual and social problems. New teaching programs in the liberal arts and sciences allow students to pursue courses of study free of departmental orientation, and interdisciplinary cooperation in research is emerging both within the university and in government and industry.

The impetus for interdisciplinary programs, first introduced at the University of Chicago in the 1930s and at Harvard in the 1940s has strengthened in the past decade. This resurgence is attributable to the urgent need for broad education to deal with individual and collective problems of personal choice and national goals, the immediacy of complex social issues requiring a comprehensive approach, and the desirability of re-examining the vast array of knowledge and of recasting it to suit the changing times. Interdisciplinary studies may be regarded as the curricular successor to general education programs, whose popularity has waxed and waned over the years.

One of the major problems of general education is the relation of the various disciplines to the overall program and its goals. Appropriately, this Report sets forth definitions of the possible forms of collaboration between disciplines: crossdisciplinary (viewing one discipline from the perspective of another and adopting appropriate methods), multidisciplinary (the focusing of several disciplines and their individual approaches on a common problem or theme), interdisciplinary (the integration of the contribution of several disciplines to establish an interdependent and harmonious relation between them), transdisciplinary (the highest level of integration of disciplinary contributions through problem-solving techniques).

The teaching projects outlined in this Report illustrate these distinctions. A multidisciplinary general education course, *The Nature of Evidence*, devised by a philosopher and an engineer, attacks open-ended problems by dealing with the similarities and differences between the decision-making and evidence-gathering methods of the natural sciences, social sciences, and humanities. Technology and Society, an interdisciplinary program, involves

vocationally-oriented students in self-designed qualifying projects relating science and technology to social concerns and human values. The development of analytical reasoning is stressed in a Piagetian-based, multidisciplinary, prefreshman summer program for science majors, aimed at developing essential mathematical and scientific cognitive skills. The Report also includes descriptions of an entire problem-centered interdisciplinary curriculum on environmental issues, a college in which interdisciplinary organization replaces departments, and the activities of a professor without departmental designation in charge of interdisciplinary work.

Interdisciplinary projects face a number of obstacles. They conflict with the traditional systematic treatment of subjects, and discipline-oriented specialists often label them superficial. Genuine, high-level, disciplinary integration may be lacking in ill-planned programs of tenuously-related blocks of subject matter. Students may see them as unrelated to major studies. In unsympathetic departments, faculty members may be obliged to participate on a contributed overload basis, and their efforts may not be appreciated by promotion and tenure committees, particularly in disciplinary research-oriented institutions.

The future of interdisciplinary studies rests on advances in several areas, none of which are dealt with in this Report:

* **Philosophical:** an increased understanding of the epistemological foundations of collaborating disciplines and their respective truth strategies is required; the conditions of the integration and unification of knowledge is imprecisely defined at present.

* **Psychological:** the problems of teaching and learning within the interdisciplinary context may differ from those in the more familiar disciplinary framework.

* **Behavioural:** since interdisciplinary projects involve teamwork, their effectiveness will depend on a grasp of factors such as reward, prestige, status, role, and leadership, and methods of dealing with interpersonal and interdepartmental conflict.

* **Administrative:** the implementation, management, and budgeting of the various forms of disciplinary collaboration — crossdisciplinary, multidisciplinary, interdisciplinary, transdisciplinary — will require adaptive administrative arrangements and new organizational structures.

These are complex issues, but until some progress is made towards their solution, the theory and practise of interdisciplinary ventures will remain only imperfectly understood. Nevertheless, universities must respond positively, if the challenge of dealing with intellectual and social problems on a comprehensive basis is to be met.

Over a period of three years, the Teaching Improvement Project has produced six Reports covering fifteen disciplines and one set of interdisciplinary programs. As a

federally-funded project, it was submitted to independent evaluation, and the results are included in this Report. The evaluation sought to determine the impact upon college teaching of a systematic national effort to celebrate successful teaching improvement and the effectiveness of mass distribution as a dissemination device in efforts to improve college teaching.

Early in its history, the project changed its focus from the search for "innovative" and "exceptional" teaching experiences to the more modest and easily definable goal of identifying "improved" teaching. It is evident that the project uncovered some truly creative teachers, described some useful new teaching methods, and generated interest in new perspectives on traditional approaches. Although every effort was made to accommodate disciplinary concerns, there is little evidence that disciplinary associations have increased their attention to teaching, in spite of the high level of technical excellence of the Reports. Indications are that the period of transient interest will be followed by a shift back from pedagogy to content, from teaching to scholarship.

As for the professors singled out for

national publicity, the growth of their reputations was neither widespread nor uniform. A few experienced dramatic shifts in their national prominence, but the benefits for the majority were mainly psychological, a feeling of having accomplished something of worth. Letters of congratulation were plentiful, but job offers from other institutions were not.

While the project has not had any massive influence on the importance or the quality of teaching or on student learning, its educational value consists in supplying models for disciplinary associations to follow, in divesting teaching of some of its mystique, in providing a resource for new ideas, and in encouraging the idea that improved teaching is something to be rewarded. Although formal adoption of specific courses or programs is likely to be rare, nevertheless the project's value lies in the educational products it has exposed to an academic audience of over 50,000, the communication network it has established among teachers, and the profound changes it has wrought in individuals, in terms of careers benefited, range of professional contacts widened, and teaching methods rendered more effective.

Modern science politicized

by Kay K. Hale



Dorothy Nelkin, *Science Textbook Controversies and the politics of equal time*. Cambridge, Mass., MIT press, 1977, 174p.

in California had succeeded in gaining equal time for religious theories to be presented in the classroom as an alternative to Darwin. Criticism of the new biology was joined by opposition to an evolution-oriented social science curriculum, *Man: A Course of Study* (MACOS), which taught cultural relativism. Not only did the biology and social science curricula endorse antireligious values, but they were funded by the federal government through the support and assistance of the National Science Foundation.

Nelkin explains this resistance to modern science and technology not only as a conflict with religion but also, in the eyes of many, as a failure of rationality and intellectualism to deal with social and economic problems. Pollution, crime, material inequalities still exist and many Americans seek explanations and solutions through a return to the past, traditional values of moral certainty and truth. In this, the antievolutionists are joined by growing numbers of counterculturists and romantics who have found relief from social alienation through meditation and mysticism.

p. 26

About our reviewers...

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South Africa from p. 23

Theme of Africanization

In 1977, said a student journalist at Witwatersrand, "the Africanization theme hardly came across at all, and many students have forgotten that (the National Union of South African Students) exists."

Nonetheless, the union has reiterated the theme of "Africanization" for the 1978 academic year, which began in February. It hopes to spread "a coherent vision of a radically different South Africa."

Opinions vary on whether the theme will attract any following beyond a few politically active students.

While precise figures are impossible to obtain, many observers say an increasing number of white, English-speaking students plan to emigrate from South Africa.

G.R. Bozzoli, who recently retired as vice-chancellor of the University of the Witwatersrand, urged students to reconsider such decisions.

"I do not believe that they will ever rest content in the knowledge that they will have left their country at a time when their presence and contributions are so vitally needed," Mr. Bozzoli said.

A sense of anger and frustration

To some critics, the efforts of the white universities and the concerns of at least some of the white students to prepare for change in South Africa represent a moderate, liberal approach to the country's problems that cannot

prevail in the increasingly polarized environment.

R.W. Johnson, a lecturer in politics at Magdalen College of Oxford University—the author of *How Long Will South Africa Survive?*—writes that discussions among whites about South Africa's future often are "academic in the worst sense of the word."

"One may frequently imagine oneself sitting on a plantation verandah in the antebellum American South, listening to a heated debate about the Negro condition among liberal and conservative slave owners," he adds.

Such criticisms, combined with a sense of isolation from policy makers and from the international academic community, have produced a sense of anger and frustration among some white, liberal academics.

One official of the University of Cape Town said that most faculty members and administrators were "dreadfully hurt and indignant" over the proposals to boycott South Africa's universities.

"Some extraordinarily intelligent people make the most inane statements," he added. "We all know that all sorts of things are wrong and bad in South Africa. But (the critics who call for the boycotts) don't realize that the universities are one of the main bulwarks in the battle against what is going on here."

Modern Science

The science textbook watchers of the 1970's, Nelkin continues, are not

from the deprived and marginal subcultures formerly associated with fundamentalism. Instead, they are solid, middle-class and often technically trained white collar workers. Many identify themselves as scientists and work through science to justify their antievolutionary views. They are motivated by feelings of loss of personal control and are hostile to bureaucratic experts and institutions which fail to reflect their own interests. They resent the "arrogant" professionals who determine the content of school textbooks from afar, especially with the current trend toward centralization of educational policy-making in the U.S. on the state or national level. Thus, anti-science protests in education appeal to diverse groups who demand increased participation in issues affecting community interests.

Nelkin's account of the textbook controversies leads to questions about how the public understands the science it supports. She partly blames misconceptions on the nature of scientific communication as well as on popular but false images which have been left unchallenged. She describes the public tendency to judge the merits of science with such democratic criteria as equality, fairness, and freedom of choice.

The reactions to nuclear power, test-tube babies, genetic engineering and other topical controversies point out how much science has become intimately involved in public policy decisions. Though she poses more difficult questions than she answers, Ms Nelkin's documented account of the politicization of modern science anticipates an increased politicization of modern science instruction as well.

Gobbledygook from p. 24

sentence or paragraph, know only too well the burden these deficiencies impose on both student and instructor.

There has been sufficient wordage devoted to this problem in recent years that little more need be said. It is time for action, but of the kind that will dispel, rather than encourage, the myth that because drill is boring it must be avoided at all cost, and that learning rules is not important. The President of the University of Manitoba has recently come out in favour of a recommendation made by a committee investigating numerous complaints about students at that university who possess inadequate writing skills. If the recommendation is accepted, in future students will have to write an English-proficiency examination and take remedial English composition if they fail the test. Such courses are already optional at this and other universities. While there is much debate about why the students lack these skills, the answer is not hard to find. No one ever became proficient at anything without first thoroughly grasping the rules underlying the subject, or the game. As one writer has said, you don't help a youngster learn to play better football or hockey by moving the goal posts closer together in order to make the game easier or less demanding.

The above reservations about this book, notwithstanding, it likely contains a modicum of good, sound, common sense about classroom techniques. What a pity that it is phrased in so much irksome jargon, tiresome truisms and circumlocution.

DOCUMENTS

Personal files

Cet article a trait aux dossiers personnels des professeurs gardés par l'université.

Il devrait exister un dossier officiel à consulter pour toutes décisions concernant le statut des professeurs. Les stipulations ci-après au sujet du dossier devraient figurer dans la convention collective:

- L'endroit où l'on garde le dossier (ou des copies du dossier) devrait être clairement spécifié.
- Toutes les pièces du dossier devraient être accessibles à l'examen de l'intéressé qui devrait avoir le droit d'obtenir copie de tout son contenu et d'y verser d'autres pièces.
- Il ne faudrait pas garder au dossier des pièces anonymes.
- Le professeur devrait avoir le droit de demander l'élimination de son dossier de toute pièce fausse ou qui n'y a pas sa place, exclusion faite des lettres de recommandation et des appréciations officielles.
- L'université devrait être tenue de fournir une copie complète du dossier de même que des lettres de recommandation aux comités universitaires concernés.
- Le contenu du dossier ne devrait être accessible aux tiers que selon que l'exige la procédure de règlement des griefs et d'arbitrage et d'autres circonstances bien définies.
- Les lettres de réprimande ne devraient pas faire partie de façon permanente du dossier d'un professeur.

L'accès (ou manque d'accès) du candidat aux lettres de recommandation et d'appréciations se trouve au cœur du problème des dossiers personnels.

En 1977, le Conseil de l'ACPU a écarté une proposition portant que toutes les appréciations soient faites par écrit, que leur source soit connue et que le contenu en soit librement accessible à l'intéressé. Depuis, le Comité de la négociation collective de l'ACPU a recommandé que les dossiers antérieurs à l'engagement soient détruits six mois après l'engagement et que, s'ils sont illégalement conservés, il soit interdit de s'y reporter à l'occasion d'actes subséquents. L'ACPU a également établi une politique portant que soit constitué un comité d'examen des nominations faites dans toute l'université, comité autorisé à mettre son veto aux nominations recommandées lorsqu'on n'a pas suivi les formalités appropriées.

En ce qui concerne le recours aux lettres de recommandation et aux appréciations pour la promotion et la titularisation, le Comité de la négociation collective de l'ACPU a suggéré deux éventuelles approches. La première obligerait l'université à remettre à l'arbitre ou au comité et au candidat une copie de toutes les pièces non accompagnées du nom de leur auteur. La seconde l'obligerait à établir un résumé de toutes les appréciations qui serait remis à l'arbitre ou au comité et au candidat. En mai 1978, le Conseil annuel de l'ACPU a voté en faveur de l'accès de ceux qui présentent un grief à toutes les pièces de leur dossier personnel, y compris les lettres de recommandations et d'appréciations accompagnées du nom de l'auteur.

Le texte français est disponible sur demande du bureau central de l'ACPU.

Introduction

The drafting of an adequate article concerning the personal files of academic staff members held by the university can be a difficult and controversial matter owing mainly to the division of opinion in the university community on the question of the confidentiality of letters of reference.

There are, however, other matters in this area which are not particularly controversial and should be part of any article on personal files in a collective agreement. Some of the language may seem legalistic but bargaining agents are, of course, writing legal documents. Furthermore matters not covered by the collective agreement are likely to be considered privileges granted by the administration rather than the legal rights of faculty. Hence the need to include clauses in the article which might seem self-evident.

It should be noted that what follows

is the personal view of the author of the commentary, followed by a selection of clauses from specific collective agreements. The commentary attempts to analyze problems which arise in the drafting of an article in this area.

Location of files

The article on personal files should be used to clean up any laxity or confusion over the location and control of personal files. There should be one official file (as the Moncton agreement stipulates) and this file should be consulted for any decisions regarding the status of academic staff members. In small universities this may be the only file needed and would normally be found in the office of the vice-president. In large universities the agreement should specify where copies of the official file may be held - dean, chief librarian, chairman. Associations should resist the unnecessary proliferation of such files as

a possible infringement of privacy. The clause could also give the arbitrator the power to order the destruction of files held in places other than those specified.

Availability to academic staff members and the right to correct

Subject to any restrictions on specific items (see below regarding letters of reference and pre-employment data), the collective agreement should stipulate that all material in the personal file must be available for inspection by the academic staff member during regular office hours. The academic staff member should also have the right to secure copies of all the contents of his / her file. At his / her discretion, he / she should have the right to place additional materials in the file(s) which attest to proficiency or experience, or which attempt to correct any obvious errors or uncertainties. This should be at the academic staff member's discretion to avoid disputes and arbitrations over the introduction of material into the file. Some agreements specify that all material introduced into the file by anyone other than the academic staff member must be shown to the staff member concerned and he / she must sign as having seen it without implying agreement or disagreement (see Moncton). If such a requirement is adopted, it is important to ensure that the interests of the staff member are safeguarded by the wording indicated, i.e., signature alone does not signify agreement or disagreement with the contents. This part of the article should also specify that the academic staff member may be accompanied at his / her discretion by an advisor or representative of the faculty association.

Anonymous material

The article should specify that anonymous material should not be kept in any file. It should also specify that the introduction of anonymous material into any proceeding should, with the concurrence of the academic staff member concerned, be sufficient in and by itself to nullify the proceedings (see Carleton). This should make any administration pause before introducing such material. This is an important safeguard for academic freedom and is a useful weapon to combat those who thrive on anonymous denunciation. It is also a protection for the administration which, if questioned within the community for its refusal to use such materials, can reply that it is required by law not to do so. The only exception to the exclusion of anonymous material should be statistically rendered student surveys which have been duly authorized by the senate or senior academic body. The article should prohibit (as should any article on student evaluations) anonymous personal comments by students.

False and scandalous information

A few United States agreements deal with the question of information which the academic staff member considers false and scandalous and believes should not be corrected but removed from the file. Baltimore Community College deals with this most directly:

The Faculty member shall have the right to petition first, through the

Administration and then, if necessary, through the Grievance Procedure for removal from his file of any false or irrelevant material.

The City University of New York contract (AFT affiliate) states:

Materials shown to be false or unsubstantiated shall be removed from the faculty member's official personnel file. The burden of proof of false or unsubstantiated material shall rest with the faculty member.

It might be wise if such wording were adopted to exclude letters of reference and official assessments to avoid rehearing tenure and promotion cases.

Release to university committees

The university should be obliged by the article to supply a full copy of the file and complete copies of letters of reference to the appropriate university committees such as those on tenure, promotion, etc. This should also include the right of the committee to see comparative material from the files of other faculty members (see Bishop's). CAUT has had experience with administrators who have refused to divulge complete letters of reference or have so edited them to change their meaning. Refusal of the administration to divulge complete letters and assessments should be sufficient in and by itself to render the decision in favour of the academic staff member. Furthermore, the restrictions on the use of the file should not be so carelessly worded or so draconian that the administrators are legally impeded from giving the files to appropriate committees or arbitration boards.

Availability to third parties

The article should specifically ensure that the contents of the personal file cannot be made available or divulged to third parties except as required: (a) in the grievance and arbitration procedure; (b) for internal university use where such availability has been sanctioned by the senate or senior academic body; (c) at the request of the member; or (d) as provided by law (i.e., by warrant or subpoena). One further exception to the rule might be aggregated data, the gathering of which has been approved by the senior academic body, so long as it is compiled in a manner which prevents the identification of individuals. The State University of New York (AFT affiliate) requires that an employee be notified of any requests for access to his / her official file unless this is prohibited by law.

Medical / psychiatric and pay-roll records

If either or both of these types of records are held separately from the personal file, they should be protected from third parties in the same manner as the personal file.

Records pertaining to grievances launched by the academic staff member

Many United States agreements prohibit the placing in the personal file of any record indicating that the individual has invoked the grievance and arbitration procedure of the contract. Clearly, the purpose of such language is to ensure that academic staff

members are not penalized for attempting to enforce their rights under the collective agreement. Such a clause does not appear in any Canadian contract.

Destruction of letters of reprimand

Letters of reprimand should not be a permanent part of the record of a staff member. It should be possible by reasonable behaviour to expiate previous sins. Bargaining agents should negotiate clauses to cause the destruction of such letters when no further penalties have been imposed on the staff member for two consecutive years. Moreover, to ensure that outdated letters cannot be relied upon, the language should also specify that the introduction of any illegally kept material into any proceeding will, with the concurrence of the academic staff member concerned, be sufficient in and by itself to nullify the proceedings.

Destruction of other materials

The Toronto agreement requires the destruction of confidential letters after any decision has been made and after any grievances arising therefrom resolved. A similar provision exists at the State University of New York. This is particularly important if the agreement does not provide for access either to the letter or to summaries.

Maintaining the curriculum vitae

It would be wise to specify that it is the responsibility of the academic staff member to prepare and to keep up to date his / her curriculum vitae so far as it is within his / her power to do so (some material may not be available except at the request of the employer) and to supply one copy of his / her publications for the file.

Access to letters of reference, assessments, etc.

This is the core of the problem. Some members of the academic community consider that the opening of letters of reference and assessments to the candidate will end any candour in the evaluation process, will result in routine appointments and promotions regardless of real merit, and will deflect all serious discussion to the telephone or the bar where the injustices rendered may be more severe than in the existing system of confidential letters. Others consider that any form of anonymous testimony, especially where a person may lose his / her job or suffer the loss of a career (as would likely happen with a denial of tenure), must be open if justice is to prevail, particularly since academe is no freer from rancour and the spirit of revenge than other walks of life. Is it possible to achieve a compromise? Can justice be tempered with reality without sacrificing the rights of the individual? And if so, can such a system be practicable and workable?

The CAUT solution

In 1973, after vigorous debate before and during the annual meeting at Charlottetown, the CAUT endorsed the following policy:

SECTION B.1

In the event that a professor on the faculty of a particular university

wishes to appeal a negative decision of his department, faculty or university in connection with his contract, particularly in relation to non-renewal, denial of tenure or dismissal with cause, he should have access to all the written material available to those judging his case but in the particular case of letters of reference and evaluations he may be provided with an unattributed summary instead. In all cases the professor must be provided with the names of the referees. The policy of the university should be communicated to anyone who is requested to provide letters of reference and evaluations. If the university adopts a policy of full disclosure, it should instruct all administrators and faculty to ensure that anyone who is approached for an assessment or letter of reference or anyone who volunteers such a letter understands that this letter could be shown to the professor concerned in the circumstances outlined above. The university should also instruct all administrators and faculty that existing letters should either be destroyed or permission in writing sought from the writer of the letter to maintain them in the files under the new regulations. The university should also insist that access to such letters does not give the faculty member the right to distribute them outside the hearing or to publish them.

Council Resolution, May 1973.

In 1977, the CAUT Council turned back a substantial proposed change which read as follows:

The right to criticize without fear of retribution and the obligation to justify openly such criticism are essential parts of academic freedom. For this reason the practice of anonymous or confidential assessment of others' work or character is to be discouraged. The confidential assessment of individuals, in the view of CAUT is contrary to the spirit, if not the definition, of academic freedom. Justice requires that a person have the opportunity to confront his accusers, and academic practice should require that an individual at least know the identity of his assessors.

Thus, CAUT recommends the following procedures:

1. All assessments* solicited by any person or body with the University community should be written and the source of such assessments should be:
 - (a) made known to the individual or unit being assessed;
 - (b) freely available to the individual or unit being assessed.
2. Individual members of CAUT are urged to provide signed copies of assessments of persons or work to the individual concerned when they:
 - (a) make such assessments;
 - (b) have solicited such assessments having notified the assessors at the time that this would be done unless copies were sent directly to the person concerned.

*Statistical summaries of student evaluations are not considered assessments within this definition. However, written comments which form a part of such questionnaires are considered to be assessments.

April 7, 1977

Since that time, the CAUT Collective Bargaining Committee considered the matter and offered the following suggestions.

Pre-employment files

A number of Canadian collective agreements specifically maintain the confidentiality of pre-employment

files - see for example, St. Thomas, York and Windsor. At Carleton such material must be either destroyed or returned to the sender within three months of the appointment. Moncton has a similar provision but stipulates 24 months. Carleton specifies that if the material is maintained contrary to the agreement it may not be used in any subsequent proceeding. Manitoba, Toronto, and Regina retain all confidential material, whether pre-employment or otherwise, from the candidate. In the United States the great majority of collective agreements specify the confidentiality of pre-employment references. In fact many seem more concerned about this than about the confidentiality of post-employment references.

The problem with a policy of strict confidentiality combined with effective decision-making at the departmental level, however, is to ensure that all departments make honest decisions based on the curriculum vitae available. Who watches over the guardians? To meet this problem, and originally in response to allegations that Canadian candidates were not always honestly considered for appointments, CAUT developed a policy calling for university-wide appointments review committees with the power to veto recommendations for appointments where departments had not followed proper procedures. If such a scheme were in place, the interests of all those applying for jobs would be protected, and the need to make pre-employment files open in order to protect such candidates would clearly diminish.

The best solution, if this model is followed, would appear to be to destroy the material six months after appointment, and after the exhaustion of any grievances surrounding the appointment. An additional safeguard would be a provision that such materials, if kept illegally, cannot be relied upon in any subsequent proceedings. Finally, the contract should impose a duty on the University-wide appointments review committee to ensure that individual departments conduct the process honestly and fairly.

Promotion and tenure - letters of reference, assessments

Faculty collective agreements in Canada vary in approach in these areas. Manitoba, Toronto, St. Thomas, and Regina maintain all such materials confidential. Moncton makes it all available to the candidate, but only in the case of a grievance. The Bishop's agreement limits their availability to dismissal for cause situations. The Windsor, Ottawa, and York agreements require a non-confidential inventory which does not reveal the names of authors. The articles in the Windsor and Ottawa agreements also require the university to provide reasons in decisions affecting the status of the member, requires the substance to be made available without the names of the authors if the university proposes to use confidential material in any proceeding, and Windsor allows the arbitrator to require the confidential production to him or her of the names if he / she considers the matter relevant to the case. Another solution has been adopted at Temple University in the United States (AAUP affiliate) where the letters without the names are given to the candidate. This avoids the problem of deciding who shall make the summaries and whether the arbitrator should review the summaries to ensure that they accord with the originals.

Cases involving letters of reference

and assessment immediately raise the question of why the names of the authors of such material should be kept confidential. Some argue, in essence, they are no different from other assessment material contained in the personal file. Others feel, however, that the system of peer evaluation can only work effectively if true candour is present in any assessment. The argument is that such candour could not be preserved if authors knew their letters were going to be given with name to the candidate. This is particularly so when the letters of reference or assessment come from within the candidate's department or faculty.

Given this debate, the CAUT Collective Bargaining Committee suggested two possible approaches. The first would require the university to give to the arbitrator / committee and the candidate *complete* copies of the material *without any name attached*. This would ensure the candidate has full access to any material being used against him. Associations should be warned, however, that this could pose problems of identification on occasion where, for example, the candidate is in a specialized area and he can identify the author from the nature of comments in the assessment. Where the arbitrator feels any further enquiry as to the origin of the material is necessary (as in the case where bias is argued by the candidate), he should be given the power to require the production of the author's name on a confidential basis.

The second alternative would require the university to prepare a summary of any assessment material which must be given to the arbitrator / committee and the candidate. This should permit the candidate to make adequate rebuttal of any material being used against him. A number of additional safeguards would be necessary, however. First, the university must be prohibited from using any material not contained in its summaries in its arguments. This is essential to enable the candidate to rebut the university's arguments. The committee felt that it is extremely unlikely that a party would be permitted by law to introduce material in argument, the origin or details of which are not made known on the basis of confidentiality. However, this point should be clarified in any agreement. Secondly, the arbitrator should be given the discretion to require the production of the name of the author of any material where he deems it necessary. Thirdly, the arbitrator should be compelled (not merely permitted) to receive complete copies of any material used by the university and required to attest to the accuracy of any summary based on that material.

Those universities which provide neither access to the entire file nor written summaries are clearly in contravention of CAUT policy. Furthermore they may find themselves in a curious situation when it comes to processing grievances involving the use of such letters or assessments. How can the academic staff member answer accusations about which he or she knows nothing? How can an arbitration tribunal conduct its business if it cannot see the evidence at hand or if it must deal with a defendant who argues, quite naturally and probably successfully, that the principles of natural justice would require that he or she know any charges made against him as a teacher or a scholar.

The CAUT annual Council in May 1978 discussed the positions recommended by the Academic Freedom and Tenure Committee and by the



VACANCIES. POSTES VACANTS

ADMINISTRATION

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Dentistry. The University of British Columbia is seeking a Head for its Department of Restorative Dentistry which has academic responsibility for teaching in the areas of prosthodontics, (including crown and bridgework) paedodontics, endodontics and operative dentistry for both dental and dental hygiene students. It is expected that programmes at the graduate and postgraduate levels will be developed in the near future. The prospective candidate should be expert in one of the above fields, preferably with specialist qualification where appropriate, and have had extensive relevant clinical, teaching and research experience. A demonstrated ability in administration would be a desirable asset. The successful candidate will receive an academic rank appropriate to his or her scholastic accomplishments. Salary is negotiable. The effective date of the appointment will be arranged but will not be later than July 1, 1979. Applications, nominations or inquiries should be sent to: The Chairman, President's Selection Committee - Restorative Dentistry, The University of British Columbia, Faculty of Dentistry, 2075 Wesbrook Place, Vancouver, B.C., Canada, V6T 1W5.

ACADIA UNIVERSITY. Department of Sociology. Applications are invited for the position of Head of Department of Sociology at Acadia University. The department has ten professors and offers courses in Sociology and Anthropology. The area of teaching specialization is open. Qualifications for the position are an earned doctoral degree in the discipline, an established record of excellence in teaching and published research, experience in University administration and the ability to supervise both undergraduate and graduate programmes. The rank and salary of the position will be commensurate with qualifications and experience. The appointment will date from 1 July 1979 or such other date as may be mutually agreed. Applications, with curriculum vitae and including the names of three referees, should be sent by 31 December 1978 to Dr. J.R. C. Perkin, Dean, Faculty of Arts, Acadia University, Wolfville, N.S. B0P 1X0.

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Dentistry. The University of British Columbia is seeking a Head for its Department of Oral Surgery which has academic responsibility for the teaching and organization of oral surgery and anaesthesiology for both dental and dental hygiene students. The prospective candidate should have had extensive relevant clinical, teaching and research experience. A demonstrated ability in administration would be a desirable asset. The successful candidate will receive an academic rank appropriate to his or her scholastic accomplishments. Salary is negotiable. The effective date of the appointment will be arranged but will not be later than July 1, 1979. Applications, nominations or inquiries should be sent to: The Chairman, President's Selection Committee - Oral Surgery, The University of British Columbia, Faculty of Dentistry, 2075 Wesbrook Place, Vancouver, B.C., Canada, V6T 1W5.

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Education. Applications are invited for the position of Director of Graduate Studies for a five-year term (renewable) beginning 1 July 1979. The directorship is an academic appointment. The Director plays a leading role in developing graduate programs including planning and evaluating programs and improving research. In addition, the Director will be responsible for the operation of the Office of Graduate Studies. The University offers equal opportunity for employment to qualified male and female candidates. Applications and nominations should be sent to Dr. Naomi Hersom, Chairperson, President's Selection Committee, Faculty of

Education, UBC, 2075 Wesbrook Mall, Vancouver, B.C., V6T 1W5.

AGRICULTURE

MCGILL UNIVERSITY. Renewable Resources, Soil Science. The Department of Renewable Resources, Faculty of Agriculture, invites applications for the position of Assistant Professor in the field of Soil Physics. Duties include teaching at the undergraduate and graduate level, development of research program and participation in department and faculty activities. A Ph.D. is required, knowledge of French or an interest in acquiring competence in French is an asset. The position is currently open but effective date is negotiable. Please write, enclosing a resume and names of three references to Professor J. Bider, Chairman, Department of Renewable Resources, MacDonald College, Ste Anne de Bellevue, Quebec, Canada, H0A 1C0.

ANTHROPOLOGY AND SOCIOLOGY

ACADIA UNIVERSITY. Department of Sociology. Subject to availability of funds, a regular full-time tenure track appointment beginning July 1, 1979. Earned doctorate required. Competence in the substantive area of Minority Group Relations is desirable, but other content areas will be considered. Teaching experience preferred. Rank and salary commensurate with qualifications and experience. Send curriculum vitae and three names of referees to Dr. F.J. Schrag, Head, Department of Sociology, Acadia University, Wolfville, Nova Scotia, B0P 1X0, by December 31, 1978.

UNIVERSITY OF BRITISH COLUMBIA. Department of Anthropology and Sociology. Applications are invited for a post (at assistant or associate level) which involves departmental as well as curatorial duties and participation in the activities and programming of the Museum of Anthropology. Candidates should have museum experience, and teaching and research competences in culture areas strongly represented in the Museum collections (North West Coast, Eastern and Southern Asia, Oceania). Please forward full curriculum vitae, samples of writings, and covering letter outlining teaching and research interests to the Head, Department of Anthropology and Sociology, University of British Columbia, Vancouver, B.C. V6T 1W5, Canada.

UNIVERSITY OF BRITISH COLUMBIA. Department of Anthropology and Sociology. Applications are invited for one possible tenure track appointment in Sociology. Applicants should have main expertise in quantitative methodologies and be interested in working in Canadian materials. Full curriculum vitae and covering letter stating interests to the Head, Department of Anthropology and Sociology, University of British Columbia, Vancouver, B.C. V6T 1W5.

UNIVERSITY OF BRITISH COLUMBIA. Department of Anthropology and Sociology. Applications are invited for visiting posts in Anthropology and Sociology. Full curriculum vitae and covering letter stating interests to the Head, Department of Anthropology and Sociology, University of British Columbia, Vancouver, B.C. V6T 1W5.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Sociology. Applications are invited for two positions: 1. Visiting Professor, 1979-80. Open to all academic ranks and areas of specialization. 2. Assistant Professor. A regular appointment commencing 1979, subject to budgetary approval. Ph.D. or publication equivalent required. Preference given to candidates with a solid background

The University of Lethbridge

Invites applications from, or the nomination of, highly qualified individuals for the position of

PRESIDENT

to take office July 1, 1979

The University of Lethbridge is a publicly supported institution established in 1967. Degree programs are offered in a wide variety of academic, professional and pre-professional disciplines. The University has a current enrolment of approximately 2,000 undergraduate students.

The President has the general supervision over and direction of the operation of the University, including the academic work and business affairs of the University, and such other powers and duties as may be assigned to him by the Board of Governors.

The salary and terms of office of the President are negotiable. Written applications or nominations for this position, accompanied by a resume of qualifications, will be received until a selection is made, and should be sent to:



Secretary to the Board of Governors
The University of Lethbridge
4401 University Drive
Lethbridge, Alberta
T1K 3M4

THE UNIVERSITY OF MANITOBA

Winnipeg, Manitoba

Invites applications and nominations for the position of

Dean of the Faculty of Architecture

The Faculty of Architecture consists of two undergraduate Departments: Environmental Studies and Interior Design and three graduate Departments: Architecture, City Planning and Landscape Architecture. It has a complement of 45 full-time faculty and a support staff of 11. Student enrolment is 509 undergraduate and 202 graduate.

Candidates should have superior academic and professional qualifications, qualify for the rank of professor, and have relevant administrative experience with strong leadership ability.

The position is available April 1, 1979.

Candidates for the position should forward curriculum vitae and names of three referees to:

Professor R.A. Johnson, P. Eng.
Provost and Chairman, Selection Committee
Room 202 Administration Building
University of Manitoba
Winnipeg, Manitoba R3T 2N2

Responses will be received until January 1, 1979.

in Social Theory and who specialize in one or more of the following areas: Social Psychology, Deviance, Canadian Society, Historical Sociology, Political Economy and Development. Applications before January 31 to Dr. R.H. Hill, Chairman, Recruitment Committee, Department of Sociology, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7.

ARCHEOLOGY

ROYAL ONTARIO MUSEUM. Department of New World Archaeology seeks archaeologist for a permanent position beginning at the Assistant Curator level. Ph.D. required. Specialty: prehistory of Northeastern North America with a special interest in Early, Middle, and Late Woodland (non-Iroquoian) period cultures although an interest in, and ability to conduct research on, Iroquoian prehistory also required. Field research to be centred in Canada. Other responsibilities include management of collections, gallery and other display work, and public education. Museum experience desirable but not required. Send vitae, reference letters, and reprints to P.L. Storck, Associate Curator-In-Charge, Department of New World Archaeology, Royal Ontario Museum, 100 Queen's Park, Toronto, Ontario, M5S 2C6. Closing date for applications, January 31, 1979.

ARCHITECTURE

UNIVERSITY OF MANITOBA. Department of Architecture. 1. Assistant Professor and Associate Professor. 2. Masters in Architecture or equivalent, with preference to those eligible to work in Canada at time of application. 3. Teaching in the pre-Masters and/or Masters degree program in the area of building technology or design methods and theory. Successful candidate will also be required to teach in a design studio. 4. To be arranged. 5. For further information please contact Professor R. A. Forrester, Head, Department of Architecture, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. 6. July 1, 1979, or as soon as possible thereafter. 7. January 15, 1979.

NOVA SCOTIA TECHNICAL COLLEGE. Architecture. This university faculty of architecture, which presently comprises a School of Architecture and a Department of Urban and Rural Planning, and totals about 200 students, seeks applications from highly qualified teachers possessing significant experience for appointment as Co-ordinator of Architectural Design Studies. The person sought for this appointment needs to be a capable designer in his or her own right and one who, viewing design as an activity integrating the several more specific subjects taught in the Faculty of Architecture (history, acoustics, construction, finance, landscape, and so on), can present it as being capable of a substantial degree of systematic academic analysis and communication. The greatest need is an ability to assume organizational responsibility for the subject, for design teachers, and for design courses, throughout the School of Architecture. A post-professional (eg, M. Arch.) degree is mandatory. Appointment and salary will be dependent on qualifications and experience but probably at the level of Associate Professor (minimum about \$22,000) or Professor (minimum about \$28,000). Canadian citizen or permanent resident preferred. Please reply with resume and names and addresses of three referees to: Dr. Peter Manning, Dean, Faculty of Architecture, Nova Scotia Technical College, P.O. Box 1000, Halifax, N.S. Canada B3J 2X4.

ASIAN STUDIES

SAIN T MARY'S UNIVERSITY. Asian Studies. Saint Mary's University has received a grant from the Japan Foundation, part of which is to be used for the appointment of a Fellow in Japanese Studies. Applications are invited from

persons with a Ph.D. (or close to completion) and publications in one or more of the following areas: Japanese culture, history, politics, or foreign relations. The successful candidate will be asked to offer a seminar "Special Topics on Japan" at the undergraduate level; teach a summer course May 14 - June 30, 1979; present a series of public lectures on Japan; assist in the organization of an international conference on H.E. Norman scheduled for the fall of 1979; and prepare a monograph. The Fellowship will be effective from January 1, 1979 to June 30, 1979. Remuneration will be \$10,500 plus some travel. Inquiries and dossiers should be sent to: Dr. Mary Sun, Chairman, Committee on Asian Studies, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA. Department of Biochemistry. Applications are invited from newly graduated Ph.D.s for the position of Postdoctoral Fellow effective April 1, 1979. The applicant should have a strong background in biochemistry, biophysics or a related area and an interest in conducting basic research on the organization and dynamics of lipids in biological membranes and/or on the modulation of the activity of membranous enzymes by lipids. Salary is at current MRC rates of \$11,600 for the first year and \$12,720 for the second year. Send a curriculum vitae and three letters of reference to: Dr. R.N. McElhaney, Department of Biochemistry, University of Alberta, Edmonton, Alberta, T6G 2H7.

UNIVERSITY OF ALBERTA. Department of Biochemistry. Postdoctoral position. Structure and replication of mammalian picornaviruses. Stipend \$11,600. Send C.V. and the names of two references to Dr. D. G. Scraba, Dept. of Biochemistry, University of Alberta, Edmonton, Alberta, T6G 2H7.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Medicine. Applications are invited for the position of Research Associate to work with a group investigating the mechanism and specificity of the transport of iron, cobalt, manganese, cadmium, lead and zinc in the intestine. Salary up to \$15,750. A university graduate (preferably Ph.D.) with experience in membrane transport, intestinal absorption or biological effects of heavy metals is required. Write to Dr. P.R. Flanagan, Department of Medicine, The University of Western Ontario, Room 5-OF18, University Hospital, London, Ontario, N6A 5A5.

BIOLOGY

QUEEN'S UNIVERSITY. Department of Biology. Plant Scientists with preference for a plant physiologist. 1. Rank negotiable within a broad middle range. 2. Proven ability to organize a productive research programme. 3. Research and teaching. 4. Commensurate with experience and qualifications. 5. Inquiries to H.M. Good, Chairman, Selection Committee, Department of Biology, Queen's University, Kingston, Ontario, Canada. 6. September 1, 1979 or as negotiated. 7. January 31, 1979.

UNIVERSITY OF SASKATCHEWAN. Department of Biology. A position is available for a Postdoctoral Fellow to assist in the isolation and use of biochemical mutants from plant cell cultures. An applicant should have completed a Ph.D. degree preferably in the field of somatic cell genetics and have a strong background in plant biochemistry. The stipend will be \$12,000 per annum and the position must be filled by December 31, 1978. The deadline for receipt of applications is December 31, 1978. Address applications to Dr. J. King, Department of Biology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

BUSINESS ADMINISTRATION AND COMMERCE

THE UNIVERSITY OF ALBERTA. Faculty of Business Administration and

Commerce. Applications are invited for faculty positions from those with teaching and research interests in: business policy (2), marketing, finance, management science, and accounting. Ph.D. or equivalent is desirable. Both men and women are invited to apply. Salary and rank depend on qualifications. Applications welcome until positions are filled. Appointments normally effective July 1. Send resume to: Dr. Roger S. Smith, Dean, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta, T6G 2G1.

ALGOMA UNIVERSITY COLLEGE. Department of Commerce and Administration. Possible full-time contractually limited, appointment in Commerce and Administration commencing July 1, 1979. Applicants should have M.B.A., C.A., and/or Ph.D., or D.B.A. Subject areas to include upper level undergraduate accounting courses, Marketing Management, Business Finance, Business Organization and Management. Other areas such as Business Policy and Personnel will be considered. Rank and salary open and competitive. Application, official transcripts and curriculum vitae should be accompanied by the names of three references, and forwarded to Dr. M.A. Rajput, chairman, Social Sciences Division, Algoma University College, Sault Ste. Marie, Ontario.

BROCK UNIVERSITY. Administrative Studies. Applications are invited for new teaching positions. Candidates should have competence in one or more of the following areas: Management, Production/Management Science, Organizational Behaviour, Marketing, Industrial Relations. A Ph.D., a Ph.D. in progress, or the equivalent is preferred. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be submitted to: J.R. Hanrahan, Director, School of Administrative Studies, Brock University, St. Catharines, Ontario L2S 3A1.

CARLETON UNIVERSITY. School of Commerce. Applications are invited for Assistant/Associate rank in the following areas of interest: (i) Marketing, (ii) Finance, (iii) Systems Analysis/Data Processing. Preference will be given to candidates with a secondary teaching interest in Quantitative Methods or Business Policy. Appointment effective July 1, 1979. Qualifications required: Ph.D. (Appointments may be considered in exceptional circumstances for individuals who wish to consider academic experience before embarking on a Ph.D. program). Applications should be sent to Professor J.B. Waugh, Director, School of Commerce, Carleton University, Ottawa, Ontario K1S 5B6.

CARLETON UNIVERSITY. School of Commerce. Applications are invited for Assistant/Associate rank in the following areas of interest: (i) Organizational Behaviour, (ii) Operations Management, (iii) Policy, (iv) Marketing, (v) Finance, (vi) Quantitative Methods, (vii) Systems Analysis/Data Processing. Preference will be given to candidates with combined areas of interest. Appointment effective January 1, 1979 or later; salary is negotiable. Qualifications required: Ph.D. (Appointments may be considered in exceptional circumstances for individuals who wish to consider academic experience before embarking on a Ph.D. program). Applications should be sent to J.B. Waugh, Director, School of Commerce, Carleton University, Ottawa, Ontario K1S 5B6.

THE UNIVERSITY OF CALGARY. Faculty of Management is seeking qualified candidates to fill positions in all areas including Accounting, Policy & Environment, Finance, Industrial Relations, Management, Management Science & Management Information Systems and Marketing, beginning July 1, 1979. Ph.D. or D.B.A. preferred. Rank and salary based on qualifications and experience. Applications should be addressed to: Dr. George S. Lane, Dean, Faculty of Management, The University of Calgary, Calgary, Alberta, T2N 1N4.

LAURENTIAN UNIVERSITY. Department of Business Administration and Commerce. The School of Commerce and Administration has positions available in Accounting, Finance, Quantitative Methods and Marketing. A. Ph.D. is desired but not essential. Rank and salary will be based upon qualifications and

experience. Preference will be given to bilingual candidates. Duties will commence January 1, 1979 or July 1, 1979 and will include the teaching of courses at the undergraduate and Graduate Diploma level. Letters of application should be sent to: Professor D.J. Hilldrup, Director, School of Commerce and Administration, Laurentian University, Sudbury, Ontario P3E 2C6.

MCMASTER UNIVERSITY. Faculty of Business. Faculty position in the Personnel and Industrial Relations Area commencing July 1, 1979. The successful candidate will be expected to make a strong contribution to research in Industrial Relations and to teach graduate and undergraduate courses in Industrial Relations. A capacity to teach personnel management and organizational behaviour would also be useful. Prefer assistant but may be able to make appointment at higher rank. Send curriculum vitae to: Dr. Ian Meadows, Chairman, Personnel and Industrial Relations Area, Faculty of Business, McMaster University, Hamilton, Ontario L8S 4M4.

MCMASTER UNIVERSITY. Faculty of Business. Faculty position in the Personnel and Industrial Relations Area commencing July 1, 1979. The successful candidate will be expected to make a strong contribution to research and to teach graduate and undergraduate courses in Organizational Behaviour. A capacity to teach personnel management and industrial relations would also be useful. Prefer assistant but may be able to make appointment at higher rank. Send curriculum vitae to: Dr. Ian Meadows, Chairman, Personnel and Industrial Relations Area, Faculty of Business, McMaster University, Hamilton, Ontario L8S 4M4.

MOUNT SAINT VINCENT UNIVERSITY. Department of Business-Secretarial. The department of Business-Secretarial at Mount Saint Vincent University will have an opening for an assistant professor or lecturer in secretarial and office administration studies. Minimum qualifications require a Master's degree in business education with undergraduate studies in secretarial science. Responsibilities include teaching undergraduate courses in two or more areas which include shorthand, typewriting, communication theory, data processing, records management, office systems, procedures and office management. Salary will depend on qualifications and experience. Appointment effective July 1, 1979. Send applications with curriculum vitae to: Joan M. Ryan, Chairperson, Department of Business-Secretarial, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

UNIVERSITY OF NEW BRUNSWICK. School of Administration. Applications are invited for the following undergraduate teaching positions: Accounting, Finance, Management - Organizational Behaviour, Marketing, and Policy. Qualifications required are Ph.D. or Ph.D. candidate. Duties involve undergraduate teaching and research. Rank and salary are based on the candidate's qualifications and experience. Appointments effective July 1, 1979 (possibly January 1, 1979). Direct inquiries to the Director, School of Administration, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3.

UNIVERSITY OF NEW BRUNSWICK. School of Administration. The University will begin a Masters of Public Administration (MPA) programme in September, 1980. We require a faculty member whose prime responsibility will be the organization and administration of the programme which will be in the School of Administration. Applicants should have substantial experience in responsible government positions preferably in the health or social services areas. This is a tenurable teaching position and applicants should possess a doctorate in administration. The appointment will be effective July 1, 1979; rank and salary open. Apply to The Director, School of Administration, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3.

UNIVERSITY OF OTTAWA. Department of Business Administration. Applications are invited for full-time positions open in July 1979. One position to teach Personnel Management in French and one position to teach Industrial Relations in French and English. Qualifications: Ph.D. or equivalent. Rank and salary: dependent upon qualifications and experience. Apply

in writing to: Hodgson Morrisey, Chairman, Department of Business Administration, Faculty of Administration, 115 Wilbrod Street, Ottawa, Ontario K1N 9B5. Tel: (613) 231-3330.

UNIVERSITÉ D'OTTAWA. Département d'administration des affaires. Des candidatures sont sollicitées pour des postes à plein temps, débutant en juillet 1979. Un poste pour l'enseignement de la Gestion du personnel en français et un poste pour l'enseignement des Relations industrielles en français et en anglais. Qualifications: Ph.D. ou l'équivalent. Rang et salaire: selon les qualifications et l'expérience. S'adresser par écrit à: Hodgson Morrisey, directeur, département d'Administration des affaires, Faculté d'administration, 115, rue Wilbrod, Ottawa, Ontario. K1N 9B5. Télé: (613) 231-3330.

QUEEN'S UNIVERSITY. School of Business. Assistant or Associate Professor(s). Positions open for term appointments for applicants holding Ph.D. Teaching and research duties in any of the principal fields of Accounting and Information Systems, Organizational Behaviour and Industrial Relations, Production and Operations Management, Business Policy, and Marketing. Competitive salary levels depending on experience. Send resume to Dean J.R.M. Gordon, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF SASKATCHEWAN. College of Commerce. Position available: applications are invited for a full-time faculty position in Organizational Behaviour. Responsibilities: (1) teaching at the undergraduate and graduate levels in Organizational Behaviour and, if qualifications and experience warrant, possibly in Industrial Relations and Personnel Management. (2) research leading to acceptable forms of publication. Qualifications requirements: candidates must hold a Ph.D. degree or be at the completion stage of a degree which has as its focus the study of organizational behaviour. Study, research and teaching experience in industrial relations and in the behavioural sciences would also be appropriate. Salary and effective date of appointment: will be competitive and based upon academic qualifications, including prior teaching experience, business experience and research and publication record. To be effective July 1, 1979. Interested candidates should send resumes to: Dean P. Michael Maher, College of Commerce, University of Saskatchewan, Saskatoon, Canada S7N 0W0.

SIMON FRASER UNIVERSITY. Business Administration. Positions are open in the following areas: (a) Accounting/Management Information Systems (Assistant or Associate rank), (b) Organization Behaviour (Assistant or Associate) (c) Business and Society (Assistant) (d) Management Science (Assistant) (e) Business Policy (Assistant or Associate). All positions contingent on budgetary constraints. Salary negotiable. Ph.D. in hand or near completion. Preference given to those eligible for employment in Canada at time of application. Duties include undergraduate and graduate teaching and research. Starting date September 1, 1979 or otherwise by agreement. Send curriculum vitae and names of three referees to: Dr. William C. Wedley, Associate Chairman, Department of Economics and Commerce, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6.

TRENT UNIVERSITY. Department of Administrative and Policy Studies. 1. Assistant / Associate level. 2. Ph.D. or near completion. 3. Undergraduate teaching in the following areas: i) marketing, ii) finance, iii) organizational behaviour, iv) administration. 4. Competitive. 5. Professor H.M. Kitchen, Acting Director, Administrative and Policy Studies, Trent University, Peterborough, Ontario K9J 7B8. 5. July 1, 1979. 7. When position is filled. This appointment is subject to final budgetary approval.

YORK UNIVERSITY. Faculty of Administrative Studies. Positions open commencing July 1, 1979 in the following areas subject to budget approval: Accounting, Finance and Marketing. Rank and salary are open. Successful candidates will be expected to be active in research and to teach in the Ph.D., Masters, and Undergraduate Programmes. Please submit curriculum vitae and references to W. B. Crowston, Dean, Faculty of Administrative Studies, York University, 4700 Keele Street,

Dowview, Ontario, M3J 2R6. Deadline for submission - when positions are filled. **YORK UNIVERSITY. Faculty of Administrative Studies.** Positions open commencing July 1, 1979 in the following areas subject to budget approval: Behavioral Science, Business Policy, Economics, Management Information Systems, and Operations Management. Rank and salary are open. Successful candidates will be expected to be active in research and to teach in the Ph.D., Masters, and Undergraduate Programmes. Please submit curriculum vitae and references to W.B. Crowston, Dean, Faculty of Administrative Studies, York University, 4700 Keele Street, Dowview, Ontario, M3J 2R6. Deadline for submission - when positions are filled.

CHEMISTRY

ROYAL ROADS MILITARY COLLEGE. Department of Chemistry and Chemical Oceanography. Vacancy for a lecturer or assistant professor of chemistry. Undergraduate teaching. Research in general area of coastal marine science, possibly in trace metal analysis using a spectrophotometer or other methods. Ph.D. required with preference for inorganic chemistry with strong analytical background. Salary and rank commensurate with amount and quality of experience. Initial appointment will be for a term of two years commencing 1 September, 1979 with possible future renewals to tenure. Closing date for applications is 31 December, 1978. Complete Dossiers including names of referees to Dr. E.S. Graham, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0.

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral fellowship. Research on using enzymes in organic synthesis. Starting Fall 1979. Salary: 1979 NRC rates (currently \$10,800 minimum, under review). Send curriculum vitae with names of two referees, to Dr. J.B. Jones, Department of Chemistry, University of Toronto, Toronto, Ontario. M5S 1A1.

THE UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral research positions. Applications are invited from qualified candidates for one year appointments as Postdoctoral Research Fellows in the following fields: Bioorganic and bioinorganic chemistry, including enzyme catalysis, properties of biological membranes, microbe studies, biopolymers. Structural and synthetic organic chemistry, natural products, organometallic chemistry. Physical organic chemistry, including fast reactions in solutions, carbonium ion and free radical chemistry. Polymer chemistry, synthesis and photochemistry. Analytical chemistry, and applications to environmental problems. Inorganic chemistry, synthesis, structure and reaction mechanisms, catalysis. Quantum chemistry; computer simulation of synthetic pathways. Photochemistry, organic and inorganic. Surface chemistry via ellipsometry and resonance Raman studies, matrix isolation spectroscopy. Reaction dynamics and molecular energy transfer studied with chemical lasers, molecular beams, shock tubes, dye laser spectroscopy, mass spectrometry. Theoretical studies on reaction dynamics and ergodicity. Picosecond laser spectroscopy and photophysics. Non-linear laser spectroscopy, coherence phenomena. NMR studies of molecular motion and structure. X-ray diffraction studies. Statistical mechanics of dense fluids, polymer chains, phase transitions, structure of liquids, chemical kinetics. Stipend for the first year will be \$11,000 minimum (depending on qualifications and experience), with the possibility of a one year renewal. Send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor K. Yates, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario. M5S 1A1 Canada.

CLASSICS

THE UNIVERSITY OF ALBERTA. Department of Classics. Applications are

invited for three possible positions for 1979-80. If properly funded, one position will be at the Assistant Professor level. Applicants should be specialists in Greek and Roman Art and have a knowledge of Greek, Latin and archaeology. Salary minimum \$18,530. If funds are not available, this position will be on the Sessional Lecturer level. Applicants should clearly indicate if they are only interested in a tenure-track position. The other positions will be sessional and will involve courses in ancient history, archaeology, Greek and Latin. Salary — dependent on qualifications, but approximately \$12,500. for eight months if Ph.D. is held. Both men and women are invited to apply. Applications to: Dr. R.C. Smith, Chairman, Department of Classics, The University of Alberta, Edmonton, Alberta. T6G 2E5.

COMPUTING SCIENCE

MCGILL UNIVERSITY. Computer Science. 1. Assistant Professor and Beginning Associate Professor in Management Information Systems — stressing information systems design and management applications. 2. Ph.D. and interest in both teaching and in research. A past publication record essential for appointment at the Associate Professor level. 3. Teaching at the B. Com. and MBA levels in Day and Evening programs of the McGill Faculty of Management. 4. Salaries competitive with those paid in comparable institutions. 5. Reply to Dr. Laurent Picard, Dean, Faculty of Management, McGill University, 1001 Sherbrooke St. W., Montreal, Quebec, H3A 1G5. Effective date of appointment — September 1, 1979 — Closing date to receive applications — February 15, 1979.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Computer Science Group. Faculty positions at the rank of Assistant or Associate Professor in Computer Science. Ph.D. in Computer Science required: Duties: Teaching at the undergraduate and graduate levels, departmental responsibilities and research. Appointments to be made effective September 1, 1979, or earlier. Salary negotiable. Send curriculum vitae and names of three referees to: Prof. J.M. Foltz, Acting Chairman, Computer Science Group, Room C-332B, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X7 Canada.

UNIVERSITY OF OTTAWA. Department of Computer Science. Applications are invited for a full-time appointment at the senior associate or, possibly, full professor level to begin in the spring of 1979. Applications should have a Ph.D. in computer science (or in a closely related area) and a demonstrated teaching and research background in this discipline. Applicants may also indicate an interest in being considered for the chairmanship of the Department. Preferred areas of specialization are, theory of computation, mini and microcomputer systems and applications, and system simulation and optimization. In view of the University's bilingual (French/English) character, candidates should either be bilingual, or be prepared to acquire some competence in both languages. A current curriculum vitae including the names of three references should be sent to L.G. Birta, Chairman, Department of Computer Science, University of Ottawa, Ottawa, Ontario K1N 6N5, before January 15, 1979.

SIMON FRASER UNIVERSITY. Computing Science Department. Three tenure-track positions in Computing Science are available starting in September, 1979. A Ph.D. in Computing Science (or equivalent) is required with specialization in one or more of the following areas: Interactive Graphics, Analysis of Algorithms, Software Engineering. Responsibilities will include teaching at the undergraduate and graduate levels, research, and the usual administrative activities. The department has an interactive graphics laboratory including an Evans and Sutherland picture system and also mini-computer, microprocessor, and hardware laboratories. The university has a central computing facility supporting both MTS and OS. Applications will be received until the positions are filled; all appointments are subject to the availability of funds. To apply, send curriculum vitae and the names of three references to: Professor James J.

Weinkam, Computing Science Department, Simon Fraser University, Burnaby, B.C. V5A 1S6. Telephone: (604) 291-4277. Please state the area in which you are applying.

CONSUMER STUDIES

UNIVERSITY OF GUELPH. Department of Consumer Studies. Lecturer. Master's degree in the area of clothing including studies in the sociological and psychological aspects of clothing. Teach and do research involving clothing and clothing consumption within an interdisciplinary department of Consumer Studies. Salary negotiable. Applications should be directed to Dr. R. E. Vosburgh, Chairman, Department of Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment effective July 1, 1979. Applications open until filled and subject to final budgetary approval.

UNIVERSITY OF GUELPH. Department of Consumer Studies. Lecturer, Assistant Professor (as qualifications warrant). Prefer graduate work in the area of design, history of design, or behavioral sciences with an emphasis on some aspect of design and behavior. Will consider a Bachelor's degree plus experience in work involving designers directly or indirectly. The ability to function as a member of an interdisciplinary team is an important qualification. Teaching and research in areas that relate product design to consumption behavior, contributing a designer's viewpoint in an interdisciplinary department. Salary negotiable. Apply to Dr. R. E. Vosburgh, Chairman, Department of Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment to commence July 1, 1979. Position subject to final budgetary approval.

UNIVERSITY OF GUELPH. Department of Consumer Studies. (Consumer Behavior) Assistant or Associate Professor. Doctorate degree in Psychology, Business, Economics or a field appropriate to the study of consumer behavior. Undergraduate and graduate levels of teaching and research in areas involving consumer behavior in an interdisciplinary department of Consumer Studies. Salary negotiable. Apply to Dr. R.E. Vosburgh, Chairman, Department of Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment to commence July 1, 1979. Applications accepted until position is filled; position subject to final budgetary approval.

CROP SCIENCE

UNIVERSITY OF GUELPH. Crop Science Department. 1. Post-doctoral position. 2. Ph.D. 3. Research on plant cell cultures in cereals. 4. \$10,800 - \$11,880. 5. Apply to Dr. K. Kasha, Crop Science Department, University of Guelph, Guelph, Ontario, N1G 2W1. 6. Immediately. 7. When filled.

DENTISTRY

UNIVERSITY OF SASKATCHEWAN. Endodontics. Applications are invited for a full-time position in Endodontics. Applicants will also be considered for the position of Director of the Division of Endodontics. Duties will include administration of Division activities and involvement in teachings and research. Post graduate qualifications in Endodontics preferred. Salary will be commensurate with qualifications and experience. Letters of application and curriculum vitae should be sent to: Dr. E.R. Ambrose, Dean, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada. S7N 0W0.

ECONOMICS

ACADIA UNIVERSITY. Department of

Economics. Applications are invited for a full-time, tenure-track appointment, beginning 1st July, 1979. Doctorate required; teaching and research experience preferred. Rank and salary commensurate with qualifications and experience. Send curriculum vitae and names of three referees to Dr. S. M. Tugwell, Acting Head, Department of Economics, Acadia University, Wolfville, Nova Scotia, B0P 1X0 by 31st December, 1978.

BROCK UNIVERSITY. Department of Economics. Applications are invited for a tenure stream appointment, to teach undergraduate theory and one other area of specialization beginning in September, 1979. Rank is open, as is the field of specialization. Preference will be given to applicants with a commitment to research as well as teaching. Salaries are competitive at all ranks. Applications, including curriculum vitae and names of referees, should be sent to Chairman, Recruitment Committee, Department of Economics, Brock University, St. Catharines, Ontario, L2S 3A1. Applications should be received by January 31, 1979.

THE UNIVERSITY OF ALBERTA. Department of Economics. One tenurable position available, commencing July 1, 1979. Rank is Assistant or Associate Professor, depending upon the applicant's qualifications and experience, and upon the availability of funds. Ph.D. is important. Position is open to the best candidate, but a strong background in micro-economic theory, resource economics and / or econometrics is preferred. Both men and women are invited to apply. Send applications (including complete curriculum vitae and names of three references) to: Dr. Brian L. Scarfe, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4, by December 31, 1978.

ACADIA UNIVERSITY. Economics. Applications are invited for a full-time tenure-track appointment, beginning 1st July, 1979. Doctorate required; teaching and research experience preferred. Rank and salary commensurate with qualifications and experience. Send curriculum vitae and names of three referees to Dr. S.M. Tregwell, Acting Head, Department of Economics, Acadia University, Wolfville, Nova Scotia B0P 1X0 by 31st December, 1978.

UNIVERSITY OF GUELPH. Department of Economics. Associate or Full Professors for one year visitorships starting September 1, 1979. Salary and precise duties subject to negotiation. Considerable teaching experience and research publications required. Contact: J. Vanderkamp, Chairman. Position subject to final budgetary approval.

McMASTER UNIVERSITY. Department of Economics. The Department of Economics at McMaster has one or more visiting positions at the assistant or associate professor rank for the 1979-80 academic year, commencing July 1, 1979. Applicants are normally expected to have a full time continuing appointment at another institution. Applications, including curriculum vitae should be sent to Dr. J.A. Johnson, Chairman, Department of Economics, McMaster University, Hamilton, Ontario, L8S 4M4.

THE UNIVERSITY OF MANITOBA. Department of Economics. Possibility of a tenure-stream and one or more sessional appointments at Assistant Professor, or higher rank for distinguished applicants. Candidates should have Ph.D. or equivalent, with expertise in the following areas preferred: Labour Economics, Macroeconomics, Monetary and International Trade. Familiarity with the Canadian economy is an asset. The position involves research and teaching at undergraduate and possibly graduate levels. Salary is competitive. Applicants should send their C.V. with the names of three references to: Dr. N.E. Cameron, Department of Economics, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Applications will be accepted until the position is filled. Availability of the position is subject to budgetary approval.

UNIVERSITY OF OTTAWA. Department of Economics. 1. Full or Associate professor. 2. Substantial research and relevant field experience. Bilingual French-English preferred. 3. Canadian regional and urban economics. 4. Salary open and competitive. 5. Curriculum vitae and names of three referees to be sent to Mrs. Suzanne Groulx, Administrative Assistant, Department of Economics, University of

Ottawa, Ottawa, Ontario K1N 6N5. 6. July 1, 1979. 7. November 1, 1978.

UNIVERSITY OF SASKATCHEWAN. Department of Economics and Political Science. The Department of Economics and Political Science at the University of Saskatchewan invites applications for tenure track positions in Economics open at the Assistant Professor level. All fields of specialization will be considered; however one position requires teaching and research interests in labor economics. Responsibilities include teaching graduate and undergraduate classes and research. Salary will range upwards from \$18,415 depending upon qualifications and experience. Starting date: January 1 or July 1, 1979. Applicants are initially asked to submit their curriculum vitae, names of three referees, and a sample of their current written work to: Professor J.C. Stabler, Chairman, Department of Economics and Political Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

SIMON FRASER UNIVERSITY. Department of Economics. (a) Economics Theory (Associate or Full rank) (b) Applied Economics (Assistant) (c) Resource Economics (Assistant). All positions contingent on budgetary constraints. Salary negotiable. Ph.D. in hand or near completion. Preference given to those eligible for employment in Canada at time of application. Duties include undergraduate and graduate teaching and research. Starting date September 1, 1979 or otherwise by agreement. Send curriculum vitae and names of three referees to: Dr. William C. Wedley, Associate Chairman, Department of Economics and Commerce, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6.

TRENT UNIVERSITY. Department of Economics. Applications are invited for full time faculty positions. Doctorate or near completion required. Undergraduate teaching and research in Theory, Quantitative methods, Industrial organization, Resource Economics, also other fields. Salary and rank negotiable in accordance with qualifications and experience. Applications, curriculum vitae and names of references should be addressed to Professor D.C.A. Curtis, Chairman, Department of Economics, Trent University, Peterborough, Ontario, K9J 7B8.

THE UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited for two positions, at the Assistant Professor level, in the area of theory. Completion of Ph.D. is required. Please send applications to Dr. L. Laudadio, Chairman, Department of Economics, University of Victoria, Victoria, British Columbia, V8W 2Y2.

UNIVERSITY OF WESTERN ONTARIO. Department of Economics. Instructor-Work towards Ph.D. desirable, but M.A.'s considered. Excellence in teaching required. Teaching various undergraduate courses in economics including Principles of Economics. Floor \$11,550. Contact Professor James Melvin, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, N6A 5C2, Canada. Appointments effective September 1, 1979. Positions subject to budgetary approval. Closing date for receipt of applications is February 15, 1979.

UNIVERSITY OF WESTERN ONTARIO. Department of Economics. Assistant, Associate, or Full Professor. At Assistant level, serious consideration will be given to applicants with a Ph.D. (or expected in 1979). Appointments may be made in the areas of economic theory, urban economics, regional economics, and the economics of natural resources. Outstanding candidates in any area will, however, be seriously considered. These positions are open to both men and women. Duties include undergraduate and graduate teaching, significant research output, and some administrative duties. Fully competitive salary and other conditions. Contact Professor James Melvin, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, N6A 5C2, Canada. Appointments effective July 1, 1979. Positions subject to budgetary approval. Closing date for receipt of applications is February 15, 1979.

EDUCATION

Education. Applications are invited for an appointment as Counsellor tenable in the School of Education at Acadia University. The qualification required is a doctorate in counselling, educational or counselling psychology, completed or near completion; an interest in career education is desirable. The duties include personal and vocational counselling, teaching in the areas of Elementary and / or Special Education and thesis supervision. The starting salary will be according to qualifications and experience up to \$16,000. The preferred starting date is January 1, 1979. Applications will be received until the position is filled and should be addressed to Dr. Thomas Tillemans, Chairman, Search Committee, School of Education, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

UNIVERSITY OF ALBERTA. Department of Elementary Education. Applications are invited for a position in the Department of Elementary Education at the Assistant Professor level (salary \$19,320 per annum) to commence July 1, 1979. Duties will include teaching in science education and development of general teaching skills through field experiences and related course work. Candidates should have an academic background in science education / science and teaching experience at the elementary level. A doctorate is required. Applications including a current curriculum vitae and names of referees should be sent to Dr. Patricia A. McFetridge, Chairman, Department of Elementary Education, University of Alberta, Edmonton, Alberta, Canada, T6G 2G5 by December 31, 1978. This position is open to both female and male applicants.

UNIVERSITY OF ALBERTA. Department of Industrial and Vocational Education. Applications are invited for a position in the Department of Industrial and Vocational Education at the Assistant Professor level (salary \$19,320 per annum) to commence July 1, 1979. Duties will include teaching of undergraduate vocational curriculum and instruction courses and industrial arts courses in graphic communication and / or power technology, teaching of graduate courses, supervision of student teachers, advisement of graduate students, laboratory and curriculum development. Candidates should have a completed doctorate in vocational / technical education, or in related areas, a teaching certificate, experience in teaching adults, competencies in graphic communication and / or power technology. Industrial experience and background in other technical areas an asset. Applications including a current curriculum vitae and names of referees should be sent to Dr. Karel Puffer, Chairman, Department of Industrial and Vocational Education, Room 637, Education Building South, University of Alberta, Edmonton, Alberta, Canada, T6G 2G5, by December 31, 1978. This position is open to both female and male applicants.

ATLANTIC INSTITUTE OF EDUCATION. Education. 1. Research Associate (Assistant Professor). 2. Expertise in curriculum and instruction at the elementary school level. Demonstrated teaching excellence. Doctoral degree preferred. 3. To develop and conduct professional development programs for practicing elementary teachers. 4. Negotiable. 5. Letter of application, full curriculum vitae and names of three references to be sent to: Andrew S. Hughes, Ph.D. Assistant Director, Atlantic Institute of Education, 5244 South Street, Halifax, Nova Scotia, B3J 1A4. 6. August 1, 1979. 7. March 1, 1979.

BRANDON UNIVERSITY. Faculty of Education. Position in a) special education reading. Rank open. Salary in accord with experience and qualifications. Ed.D./Ph.D. or Education Specialist. Will consider ABD in final stage. 2) successful experience in special education or corrective reading. Grades K-12. 3) to offer method courses in special education and reading. Supervise student teaching. High energy level an asset as individual will have opportunity to serve as regional consultant to schools and agencies. Letter of application should include source of career placement file or vita and three references. Closing date: when filled. Dale T. Hayes, Dean, Faculty of Education, Brandon University.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Division of Vocational Education. Assistant or Associate Professor. Qualifications: Master's degree; doctorate or near doc-

torate preferred; industrial experience; teaching experience in vocational education or industrial arts; experience in and / or familiarity with Canadian vocational education; interest in working with non-traditional students and the delivery of courses using both traditional and non-traditional methods. Nature of duties: 1. To teach in the undergraduate degree and diploma program. 2. To teach in the industrial arts diploma program. To assist in further development of the practical arts program. 3. To provide field service for the province's vocational and practical arts systems. 4. To counsel prospective and enrolled students. Salary: Commensurate with education and experience. Apply to: Prof. Donald B. Camp, Director, Division of Vocational Education, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X8 Canada. Send vitae and three letters of reference. Effective date of appointment: May 1, 1979 or as soon after as possible. Closing date for applications: When position filled.

UNIVERSITY OF NEW BRUNSWICK. Science Education. (Native Indian Students Program) A faculty member is required at the level of Lecturer, Assistant Professor, or Associate Professor to instruct in undergraduate courses in science education in a campus and field based project designed to provide a 4-year B. Ed. (Elementary) degree program for a group of native Indian students during the period July 1, 1979, to June 30, 1980. The initial appointment will be subject to consideration for renewal, but, at present, the position is not perceived as continuing beyond the project termination date of 1981, at the latest. Appropriate experience and a completed graduate degree would constitute the minimum acceptable qualifications. A doctorate and teaching or work experience with minorities or disadvantaged groups would be decided assets. Salaries and benefits will be in accordance with regular U.N.B. scales and plans. Please apply to Professor R.E. Hawkes, Chairman, Curriculum and Instruction Division, Faculty of Education, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3, submitting curriculum vitae and the names of three references.

UNIVERSITY OF NEW BRUNSWICK. Geography / Science Education. (Native Indian Students Program) A tutor-instructor is required at the level of Instructor to instruct in an introductory course in geography education and to assist with courses in science education in a campus and field based project designed to provide a 4-year B.Ed. (Elementary) degree program for a group of native Indian students during the period July 1, 1979, to June 30, 1980. The initial appointment will be subject to consideration for renewal but, at present, the position is not perceived as continuing beyond a project termination date of 1981, at the latest. Appropriate experience and a completed graduate degree would constitute the minimum acceptable qualifications. Teaching or work experience with minorities or disadvantaged groups would be decided assets. Salaries and benefits will be in accordance with regular U.N.B. scales and plans. Please apply to Professor R.E. Hawkes, Chairman, Curriculum and Instruction Division, Faculty of Education, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3, submitting curriculum vitae and the names of three references.

SIMON FRASER UNIVERSITY. Educational Administration. 1. Assistant or Associate Professor. 2. Doctorate in Educational Administration with emphasis in politics / finance of education and policy-making at all levels of the educational system. Strong political science orientation preferred, public school experience an asset. Active research / publications programme and commitment to excellent teaching. Interest in teaching preparation and school administration. 3. Teaching at graduate and undergraduate levels, graduate student supervision, programme development, research and publications. 4. Commensurate with qualifications and experience. 5. Send application, current curriculum vitae and names of three referees to Doctor G. Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. 6. September 1, 1979. Subject to final budget approval. 7. February 28, 1979.

SIMON FRASER UNIVERSITY. Counselling. 1. Assistant or Associate

Professor. 2. Doctorate in Counselling Psychology with expertise in counselling methods and field supervision, in addition, the candidate should have some counselling experience in schools or agencies. 3. Major responsibilities in the areas of clinical supervision and lifestyle counselling. Teaching at undergraduate and graduate levels in vocational guidance and vocational assessment. It is expected that the candidate would develop a strong research programme. 4. Commensurate with qualifications and experience. 5. Send application, current curriculum vitae and names of three referees to Doctor G. Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. 6. September 1, 1979. Subject to final budget approval. 7. February 28, 1979.

SIMON FRASER UNIVERSITY. Art Education. 1. Assistant Professor. 2. Advanced academic preparation in Art, Art Education and / or the psychology of creativity or equivalent. Experience in public school teaching involving extensive knowledge of current practice. Active interests in curriculum development and / or research on instruction applied to visual arts. 3. Teaching at graduate and undergraduate levels. Programme development, research and publications. 4. Commensurate with qualifications and experience. 5. Send application, current curriculum vitae and names of three referees to Doctor G. Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. 6. September 1, 1979. Subject to final budget approval. 7. February 28, 1979.

SIMON FRASER UNIVERSITY. Secondary Language Arts. 1. Assistant Professor. 2. Doctorate preferred with school experience. 3. Teaching at graduate and undergraduate levels. Active interests in research and development. Supervision of graduate studies. 4. Commensurate with qualifications and experience. 5. Send application, current curriculum vitae and names of three referees to Doctor G. Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. 6. September 1, 1969, subject to final budget approval. 7. February 28, 1979.

UNIVERSITY OF VICTORIA. Division of Social and Natural Sciences. 1. Rank open. Instructor in Social Studies Education. 2. Doctoral degree or equivalent with relevant school and university experience. Competence in elementary social studies and secondary geography. Anthropology base would be helpful. 3. Teaching in undergraduate programmes; supervision of school experiences; curriculum development and other in-service activities; participation in graduate programme. 4. Dependent upon qualifications and experience. 5. Full curriculum vitae and names of three referees to Dr. R. Fowler, Chairman, Division of Social and Natural Sciences, University of Victoria, Victoria, B.C. V8W 2Y2. 6. July 1, 1979. 7. January 1, 1979.

ENGINEERING

THE UNIVERSITY OF CALGARY. Department of Mechanical Engineering. Applications are invited for an academic position at the Assistant Professorial rank effective July 1, 1979. The candidate will be expected to undertake undergraduate and graduate teaching as well as research in his area of specialization or in related areas. The appointment will be at the Assistant Professorial rank for an initial three year term and, therefore, the position may be of particular interest to younger applicants who have recently completed their studies. The appointment is intended to provide a replacement for a retiring staff member who has been active in fluid/aerodynamics, including environmental aerodynamics. Industrial experience is considered to be beneficial. Applications with a detailed resume and the names of three referees should be mailed prior to February 15, 1979, to: Dr. P.G. Glockner, Head, Department of Mechanical Engineering, The University of Calgary, Calgary, Alberta, Canada, T2N 1N4.

CARLETON UNIVERSITY. Department of Systems Engineering and Computing Science. The Department of Systems Engineering and Computing Science has openings for preliminary, term, and visiting appointments at the assistant, associate, and full professor level. Duties

will include teaching and research at the undergraduate and graduate levels in Digital Machine Architecture, Digital Systems, Microcomputers, Computer Communications and associated hardware and software. Some appointments are subject to the availability of funds. Applicants should be legally eligible to work in Canada for the period of the appointment. Letters of inquiry and application should be addressed to: Chairman, Department of Systems Engineering and Computing Science, Carleton University, Ottawa, Canada K1S 5B6.

CONCORDIA UNIVERSITY. Department of Mechanical Engineering. Applications are invited for faculty positions at assistant, associate, and full professor levels in the following areas: 1) Mechanical Systems and Control; 2) Thermal-Fluid Power and Energy Conversion. Duties will include teaching undergraduate and graduate courses, and supporting existing research activities in the above areas. Doctoral degree in Mechanical Engineering with proven research and teaching capabilities is required. Send curriculum vitae and names of references to: Dr. T.S. Sankar, Chairman, Department of Mechanical Engineering, Concordia University, H-929, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8 Canada.

NOVA SCOTIA TECHNICAL COLLEGE. Department of Electrical Engineering. Time Series Analyst. Duties: Research on applications in multivariate analysis of cardiovascular dynamics. Qualifications: Ph.D. or demonstrated research capability in the area of identification or time series analysis. Term: Initially for a one-year period. Closing Date: February 1st, 1978. Interested persons may apply by forwarding a resume complete with a list of references to: Dr. R. Hastings-James, Department of Electrical Engineering, Nova Scotia Technical College, P.O. Box 1000, Halifax, N.S. B3J 2X4.

NOVA SCOTIA TECHNICAL COLLEGE. Department of Mining and Metallurgy. The Department of Mining and Metallurgical Engineering invites applications for a faculty position in metallurgical engineering. A Ph.D. degree is required. The successful candidate will be involved in undergraduate and graduate teaching and research principally in the field of physical metallurgy and materials science. Applicants should submit their resume and the names of at least three references to: Dr. K.V. Gow, Head, Department of Mining and Metallurgy, Nova Scotia Technical College, 1360 Barrington Street, Halifax, N.S. B3J 2X4.

THE UNIVERSITY OF WESTERN ONTARIO. Civil Engineering. Applications are invited for appointment as Assistant Professor in Civil Engineering. Qualifications required are a Ph.D. (or equivalent) with research experience in the general area of hydraulics (hydrology, geohydrology, shoreline hydraulics, or hydraulic structures). The successful applicant will be required to teach graduate and undergraduate courses in civil engineering including undergraduate core courses, and to supervise graduate students and conduct research in an area compatible with the current research activities of the Civil Engineering Group. The appointment is for a three year term effective July 1, 1979. Closing date for applications is December 31, 1978. Applications including curriculum vitae and the names of three referees may be sent to: G.F. Chess, P. Eng., Dean, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, N6A 5B9. The above position subject to the availability of funds.

ENGLISH

UNIVERSITY OF TORONTO. Department of English. 1. Applications are invited for a full professorship in the Graduate Centre for Study of Drama. It is expected that the appointment will be made jointly with the English Department or another department of the University depending on the qualifications of the appointee. The appointment will be with tenure, beginning on July 1, 1979. 2. The appointee will hold an advanced academic degree or equivalent, have considerable experience at high levels

of artistic responsibility in the professional theatre and have published extensively on drama and the theatre. 3. The essential role of the appointee will be to create and sustain connections between the academic programs and the practical work in the Drama Centre's two theatres. The appointee will give graduate seminars in dramaturgy and dramatic literature and will teach an undergraduate course in drama or a related subject. 4. The salary will be negotiable within the scale for full professor. 5. Applications with a curriculum vitae should be sent before January 15, 1979 to the chairman of the Search Committee: Professor M.T. Wilson, Department of English, University of Toronto, 7 King's College Circle, Toronto, Ont. M5S 1A1.

ST. THOMAS MORE COLLEGE. English. Two positions available beginning July 1, 1979, one tenure (assistant professor, specializing in Canadian, Romantic, or Victorian literature), one a one-year term appointment (lecturer or assistant professor, teaching Modern British Fiction and freshman classes). Ph.D. preferred. Salary commensurate with qualifications and experience. Minimum for assistant professor (1979-78) \$17,488. Send curriculum vitae, three letters of reference, and copies of academic transcripts, to Sister Mary Loyola, Head, Dept. of English, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. St. Thomas More College is a Catholic college federated with the University of Saskatchewan.

ENVIRONMENTAL STUDIES

UNIVERSITY OF WATERLOO. Man-Environment Studies. Applications are being accepted for the position of Assistant or Associate Professor in Resource/Environmental Policy Analysis as a teaching / research person in environmental studies. Applicants should have a Ph.D. and experience. Canadian experience desirable. The applicant should have a trans-disciplinary orientation in areas of demonstrable interest to environmental and resource policy formulation and analysis. Some training and experience in applied economics and/or public policy and finance would be desirable. Appointment subject to the availability of funds. Rank and salary open to negotiation. Enquiries and applications should be addressed to Professor George B. Priddle, Chairman, Man-Environment Studies by January 31, 1979. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

FINE ARTS

UNIVERSITY OF BRITISH COLUMBIA. Department of Fine Arts. The Department of Fine Arts, University of B.C., invites applications for a position in European Art of the 17th Century or 18th Centuries. Appointment will be at the Assistant Professor level or above. Qualifications: Ph.D., some experience and publications. Apply to Dr. George Knox, Professor and Head, Department of Fine Arts, University of B.C., 2075 Westbrook Mall, Vancouver, B.C., V6T 1W5, before 31 January 1979. Appointment to commence: 1 July 1979. While it is the intention of the Department to fill this position as soon as possible, our ability to do so is at present subject to budgetary and other considerations.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Fine Arts. The Department of Fine Arts invites applications for a position in European Art of the 17th Century or 17th and 18th Centuries. Appointment will be at the Assistant Professor level or above. Qualifications: Ph.D., some experience and publications. Apply to Dr. George Knox, Professor and Head, Department of Fine Arts, The University of British Columbia, 2075 Westbrook Mall, Vancouver, B.C., V6T 1W5, before 31 January 1979. Appointment to commence: 1 July 1979. While it is the intention of the Department to fill this position as soon as possible, our ability to do so is at present subject to budgetary and other considerations. Note:

The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

UNIVERSITY OF BRITISH COLUMBIA. Department of Fine Arts. The Department of Fine Arts, University of B.C., invites applications for the following positions at the Assistant Professor level or above: Printmaking; Photography; Painting; Audio-Visual (film). Some teaching experience and professional standing required. Apply to: Dr. George Knox, Professor and Head, Department of Fine Arts, University of B.C., 2075 Wesbrook Mall, Vancouver, B.C., V6T 1W5. Deadline for applications: 1 February 1979. Appointment to commence, 1 July 1979. While it is the intention of the Department to fill these positions as soon as possible, our ability to do so is at present subject to budgetary and other considerations.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Fine Arts. The Department of Fine Arts invites applications for a position in European Art of the Renaissance. Appointment will be at the Assistant Professor level or above. Qualifications: Ph.D., some experience and publications. Apply to Dr. George Knox, Professor and Head, Department of Fine Arts, The University of British Columbia, 2075 Wesbrook Mall, Vancouver, B.C., V6T 1W5, before 31 January 1979. Appointment to commence: 1 July 1979. While it is the intention of the Department to fill this position as soon as possible, our ability to do so is at present subject to budgetary and other considerations. Note: The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

GEOGRAPHY

YORK UNIVERSITY. Department of Geography. Assistant Professor. Contractually limited appointment for one or two years. beginning Fall 1979. Ph.D required. Physical geographer with primary interest in climatology or bioclimatology. Send vita and names of three referees. Apply: James R. Gibson, Chairman, Department of Geography, York University, 4700 Keele Street, Downsview, Ontario, Canada M3J 1P3.

GEOLOGY

UNIVERSITY OF TORONTO. Department of Geology. The Department of Geology at the University of Toronto invites applications for three positions at the assistant professor level. Two of these are tenure stream appointments (St. George campus and Erindale campus) and one is for a contract up to 5 years in duration. We seek applications from a wide range of fields in the earth sciences. Fields presently being considered include, but are not limited to the following: Energy and Mineral Resources; Isotope Geology; Mineralogy / Petrology / Materials Science; Sedimentology; Regional / Global Tectonics. Appointments will be made for the 1979/1980 academic year to those outstanding candidates whose interests complement each other and those of the department. Please submit curriculum vitae and the names of three referees to: D.W. Strangway, Chairman, Department of Geology, University of Toronto, Toronto, Ontario M5S 1A1.

HEALTH STUDIES

UNIVERSITY OF WATERLOO. Department of Health Studies. Applications are being accepted for an Assistant or Associate Professor appointment, contingent upon availability of funds. Ph.D. or equivalent and background in behaviour modification. Duties include teaching behaviour modification courses in both undergraduate and graduate programmes. Salary commensurate with qualifications and experience. Starting September 1, 1979 or sooner. Apply to: Dr. J.A. Best, Chairman, Department of Health Studies, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Department of Health Studies. Applications are being accepted for an Assistant or Associate Professor appointment, contingent upon availability of funds. Ph.D. in biochemical sciences or M.D. Duties include teaching courses in both undergraduate and graduate programmes. Ability to teach in one or more of the following areas is preferred: community health, occupational health; and psychosomatics. Salary commensurate with qualifications and experience. Starting September 1, 1979 or sooner. Apply to: Dr. J.A. Best, Chairman, Dept. of Health Studies, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

HISTORY

UNIVERSITÉ D'OTTAWA. Département d'histoire. Poste en histoire des États-Unis. Nomination, au rang d'adjoint ou d'agréé, pour le 1er juillet 1979. Enseignement et recherche en histoire socio-économique des États-Unis, 19e - 20e siècles. Doctorat et publications exigés. La préférence sera accordée aux citoyens canadiens ou immigrants reçus. Le concours sera terminé lorsque l'engagement sera fait. Envoyer son curriculum vitae à: Susan Mann Trofimenoff, Directeur, Département d'histoire, Université d'Ottawa, 147, rue Wilbrod, Ottawa, Ontario K1N 6N5.

UNIVERSITY OF OTTAWA. Department of History. Position in American History. A tenure-stream appointment at the assistant or associate professor level to commence July 1, 1979. Teaching and research in socio-economic history of 19th - 20th century United States. Ph.D. and publications required. Knowledge of French an asset. Canadian citizens or landed immigrants have preference. Closing date for application: when the position is filled. Send curriculum vitae to: Susan Mann Trofimenoff, Chairman, Department of History, University of Ottawa, 147 Wilbrod Street, Ottawa, Ontario K1N 6N5.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of History. Position at Memorial University of Newfoundland Regional College at Corner Brook, to take effect 1 September 1979. Rank open. Candidates should have Ph.D. (or near completion) and substantial undergraduate teaching experience, preferably in a small college setting. Experience in teaching Canadian History essential. The College offers first and second year University programmes and emphasis is on excellence in teaching at these levels. Rank and salary dependent upon qualifications and experience. Curriculum vitae and names of three referees to be sent to: J.A. Tague, Head, Department of History, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7.

LINGUISTICS

SIMON FRASER UNIVERSITY. Department of Languages, Literatures and Linguistics. The Department of Languages, Literatures and Linguistics invites applications for the following position: Permanent position at the rank of Assistant Professor. Qualifications: Doctorate in French literature with specialization in one of the periods between the Renaissance and the eighteenth century included. Teaching in French literature; French and Quebec culture; advanced French language. Background in linguistics an asset and very good knowledge of English. Salary subject to negotiation. Starting date: September 1, 1979. Closing date for receipt of applications: December 31, 1978. Position is subject to budget constraints. Preference will be given to applicants who are eligible for employment at the time of application. Curriculum vitae, names of three referees; copies of publications to be sent to: Dr.

N.J. Lincoln, Chairman, Department of Languages, Literatures & Linguistics, Simon Fraser University, Burnaby, B.C. V5A 1S6.

UNIVERSITY OF VICTORIA. Department of Linguistics. 1. Sessional appointment, subject to availability of funds. 2. Ph.D., research and teaching experience. 3. Teaching undergraduate and graduate courses in syntactic and phonological theory. 4. Rank and salary to be negotiated. 5. Address application, enclosing resumé and names and addresses of three referees to Chairman, Department of Linguistics, University of Victoria, B.C., V8W 2Y2. 6. September 1, 1979. 7. When the position is filled.

MANAGEMENT ARTS

UNIVERSITY OF LETHBRIDGE. Department of Management Arts. 1. Two positions. 2. Assistant or Associate Professor Rank. 3. Ph.D., or M.B.A. plus advanced study. 4. Teaching and research in one or two of the following areas: accounting, finance, organizational behavior, decision analysis, international management or agricultural management.

5. Salary and rank dependent upon qualifications. 1977-78 schedule minima — Assistant Professor \$19,283, Associate Professor \$24,691. 6. Professor Al Hunter, Chairman, Department of Management Arts, University of Lethbridge, Alberta T1K 3M4.

UNIVERSITY OF OTTAWA. Department of Management Science. Position starting July 1, 1979; rank open. Qualifications: strong interest in research and teaching of statistics in the environment of a faculty of Administration; Ph.D. or equivalent required. Skill in cooperating with faculty and students on statistical aspects of applied research in various areas of management science, business administration. Bilingualism an asset. Applications should include a curriculum vitae and the names of three referees and should be sent to: M. Nedzela, Chairman, Department of Management Science, Faculty of Administration, University of Ottawa, Ottawa, Ontario K1N 9B5.

MANAGEMENT STUDIES

UNIVERSITY OF TORONTO. Faculty of Management Studies. Applications are invited for a position as Assistant or Associate Professor of Business Policy at the Faculty of Management Studies, University of Toronto. Candidates should possess a doctorate or be near completion. Both experienced and inexperienced applicants are invited. Teaching duties will be solely at the Master's level. Applications should be submitted to: Professor J.P. Siegel, Associate Dean (Academic), Faculty of Management Studies, University of Toronto, 246 Bloor Street West, Toronto, Ontario M5S 1V4.

UNIVERSITY OF TORONTO. Faculty of Management Studies. Applications are invited for a position as Assistant or Associate Professor of International Business with special interest in one of finance, business policy or marketing at the Faculty of Management Studies, University of Toronto. Candidates should possess a doctorate in a relevant field or near completion. Both experienced and inexperienced applicants are invited. Teaching duties will be solely at the graduate level. Applications should be submitted to: Professor J.P. Siegel, Associate Dean (Academic), Faculty of Management Studies, University of Toronto, 246 Bloor Street West, Toronto, Ontario M5S 1V4.

MATHEMATICS

UNIVERSITY OF ALBERTA. Department of Mathematics. One position available at assistant professor level, tenure track, in field of modern applied mathematics (modelling, optimisation, ...), for July 1, 1979. Must have a Ph.D. in mathematics and a demonstrated capacity for teaching and research. Teaching load is six hours per semester and present

minimum salary is \$18,530. Send vitae with references, reprints to M.S. Klamkin, Chairman, Department of Mathematics, University of Alberta, Edmonton, Alberta, T6G 2G1. Equal opportunity employer.

CONCORDIA UNIVERSITY. Department of Mathematics. Applications are invited for a position in Statistics commencing in the academic year 1979-80. Preference will be given to candidates at the associate professor level or above with demonstrated teaching and research abilities. Please include curriculum vitae with the application and arrange for three letters of recommendation to be sent directly from the referees by February 1, 1979. The address is Dr. H. Proppe, Chairman, Department of Mathematics, Concordia University, 1455 Blvd. de Maisonneuve W., Montreal, Que. H3G 1M8. Canada.

LAKEHEAD UNIVERSITY. Mathematics Department. Position: Postdoctoral Fellow. Specialization: General Topology, Functional Analysis, Real Analysis. Salary: \$800 per month. Duration: One year with possible extension for another year. Address: S.A. Naimpally, Department of Mathematical Sciences, Lakehead University, Thunder Bay, Ontario P7B 5E1. Date of Appointment: January 1, 1979.

ROYAL ROADS MILITARY COLLEGE. Department of Mathematics. Applications are invited for a position as Lecturer or Assistant Professor of Mathematics at Royal Roads Military College. Ph.D. required. Undergraduate teaching and research. Background and experience in numerical methods and control theory with some familiarity with computing is desired. Successful candidate will be expected to conduct research in applied mathematics in the general area of Coastal Marine Science, possibly on problems generated by other research establishment Pacific or the Institute of Ocean Sciences at Pat Bay. Salary and rank commensurate with amount and quality of experience. Initial appointment will be for two years with possible future renewals to tenure. Complete dossiers with names of references to Dr. E.S. Graham, Principal, Royal Roads Military College, Victoria, B.C. V0S 1B0 by 31 December, 1978.

UNIVERSITY OF SASKATCHEWAN. Department of Mathematics. Applications are invited for a postdoctoral fellowship beginning on July 1, 1979. Duties will consist of doing research in geometric topology with special emphasis on continua theory. Salary will be \$925 per month. Candidates should forward curriculum vitae and arrange for three letters of reference to be sent to E.D. Tymchatyn, Department of Mathematics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

SIMON FRASER UNIVERSITY. Department of Mathematics. Statistics. The Department of Mathematics invites applications for the positions of (i) assistant professor and (ii) visiting assistant professor, both positions commencing September 1, 1979. Applicants must have a Ph.D. or equivalent research experience in statistics. Duties will include teaching and research. The salary will be commensurate with experience. Appointment is dependent upon final budget approval. Applications should be received by January 15, 1979. Applicants should arrange for three letters of reference to be sent directly to: Chairman, Department of Mathematics, Simon Fraser University, Burnaby, B.C. V5A 1S6.

UNIVERSITY OF VICTORIA. Department of Mathematics. Applications are invited for one or more tenurable and one visiting position in Computer Science, to begin May 1 or July 1, 1979. Applicants should have research and teaching interests in one or more of the following areas: computer architecture, data processing, data base, operating systems, software engineering, or programming languages. Individuals with research and teaching interests in numerical analysis will also be considered but only for the visiting position. Applicants should have a Ph.D. in Computer Science or equivalent research experience. The salary and rank of the appointment will be commensurate with qualifications and experience. Applicants should send a curriculum vitae and the names of three referees to Dr. B.L. Ehle, Computer Science Search Coordinator, Department of Mathematics, University of Victoria, Victoria, British Columbia, Canada V8W 2Y2. The closing date for applications is February 15, 1979.

UNIVERSITY OF VICTORIA. Department of Mathematics. Statistics. The Department wishes to appoint an Assistant Professor to a tenurable position in the area of Statistics, initially for a two year period to begin July 1, 1979. Applicants should have a Ph.D., a strong commitment to research and undergraduate teaching, and a demonstrated interest in statistical consulting. Teaching responsibilities would include applied and theoretical courses in statistics and probability as well as lower division courses in mathematics. Applicants should send a curriculum vitae and the names of three references to Dr. R.K. Davidson, Chairman, Department of Mathematics, University of Victoria, Victoria, British Columbia, Canada, V8W 2Y2. The closing date for applications is February 15, 1979.

MEDICINE

THE UNIVERSITY OF CALGARY. Division of Pharmacology and Therapeutics. Position available for a Research Associate (M.R.C. Professional Assistant) with interest and experience (minimum of two post-Ph.D. or four post-professional degree years) in peptide hormone research, including one or more of the following: isolation techniques, structure analysis and synthesis of small peptides, peptidergic receptor pharmacology, radioimmuno-receptor assays, immunohistochemistry. Salary range: \$13,735 - 23,635 p.a. depending on qualifications and experience. Applications, including CV, selected reprints and names of three referees should be sent to: Dr. Karl Lederis, Division of Pharmacology and Therapeutics, Faculty of Medicine, University of Calgary, 2920 - 24th Avenue N.W., Calgary, Alberta, Canada, T2N 1N4.

THE UNIVERSITY OF CALGARY. Division of Internal Medicine. Applications are invited from individuals who have a major interest in acute pulmonary infections. An active interest in research is essential. Position is available at this time and will remain open until filled. Salary and rank according to qualifications and experience. Nominations and/or applications will be received by: Dr. C. Guenter, Professor and Head, Division of Internal Medicine, Faculty of Medicine, The University of Calgary, Calgary, Alberta, T2N 1N4.

DALHOUSIE UNIVERSITY. Department of Anatomy. Position Open: Professor or Associate Professor. Applications are invited from persons with an M.D. or Ph.D. degree for the above position which will be available July 1, 1979. Experience in teaching medical Gross Anatomy and an established research program are required. Duties may also include the teaching of Anatomy to Medical, Dental, Health Professional and/or Science students and an ability to teach Neuroanatomy or Histology would be an advantage. Salary and rank commensurate with qualifications and experience. Applications, together with curriculum vitae and the names of two referees should be addressed to Dr. D.G. Gwyn, Head, Department of Anatomy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H7.

MEMORIAL UNIVERSITY. Department of Anatomy. Applications are invited for a vacant position in Anatomy at the assistant or associate professor level. Applicants should possess an M.D. and/or Ph.D., and have experience in teaching gross anatomy to medical students. Experience in teaching embryology or histology would be an asset. Candidates would be expected to have a strong research background. Excellent facilities are available in Histology, neuroscience, molecular biology, immunology and cell physiology. Salary will be commensurate with experience. Applicants should send a curriculum vitae and names of three referees to Dr. T.M. Scott, Chairman Anatomy Search Committee, Faculty of Medicine, Health Sciences Center, Memorial University, St. John's, Newfoundland, Canada A1B 3V6.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Faculty of Medicine. Post-Doctoral Fellow. Laboratory with active program in the study of hormone receptor / antibody interactions has an opening for an individual with experience in hormone

receptor separation and purification. Although funds for the position at the M.R.C. Canada Postdoctoral Fellowship rate of \$13,000 are available, the successful candidate would be encouraged and assisted in applications for his /her own Fellowship support. Applications should include curriculum vitae and previous research experience. The applicant should request three referees to send letters of support to: Dr. N.R. Farid, Faculty of Medicine, Health Sciences Center, 300 Prince Phillip Drive, St. John's, Newfoundland A1B 3V6.

UNIVERSITY OF SASKATCHEWAN. Department of Microbiology. Regular tenure-track position as Assistant Professor. Requirements include Ph.D. or M.D. with a minimum of 2 years post-doctoral training in microbial physiology, genetics or infectious disease. Duties are to teach undergraduate and graduate students, to develop a strong basic research program, and depending on medical training and experience to participate in service responsibilities infectious disease at University Hospital. Salary commensurate with experience. Send curriculum vitae and names of three referees to Dr. David Eiderer, Head, Department of Microbiology, Faculty of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. Effective date will be July 1, 1979.

UNIVERSITY OF TORONTO. Department of Medicine. Hepatologist-Gastroenterologist, experienced, with expertise in immunology required for full time academic position in university teaching hospital, Department of Medicine for July 1st, 1979. Salary and university rank commensurate with experience. Closing date for applicants January 1st, 1979. Apply with curriculum vitae and names of three referees to: Dr. A. Rapoport, Physician in Chief, Toronto Western Hospital, 399 Bathurst Street, Toronto, Canada M5T 2S8.

UNIVERSITY OF TORONTO. Division of Perinatal Medicine. A vacancy exists for a full time specialist in Perinatal Medicine. Duties in the Neonatal Intensive Care Unit of The Hospital for Sick Children and may include associated adjacent perinatal units at affiliated University hospitals. Opportunities for research. Successful candidate will receive an academic appointment in the Department of Paediatrics, University of Toronto commensurate with experience. Registration or eligibility for registration with the Ontario College of Physicians and Surgeons necessary. Possession of F.R.C.P. (c) or equivalent a requirement. Apply with curriculum vitae to Dr. Paul R. Swyer, Chief, Division of Perinatal Medicine, The Hospital for Sick Children, Toronto, Ontario, Canada M5G 1X8.

UNIVERSITY OF TORONTO. Department of Rehabilitation Medicine. 1. Department of Rehabilitation Medicine, University of Toronto with Mount Sinai Hospital — Senior Geographical - full time position. University rank of Associate Professor / Professor. 2. M.D. with extensive experience in clinical and research areas related to rehabilitation medicine including neurophysiology background. 3. Nature of Duties: to expand and further develop an in depth science and clinical research programme in the Department of Rehabilitation Medicine specifically within the Mount Sinai - Queen Elizabeth rehabilitation complex. The incumbent will also undertake didactic and clinical teaching activities within the Department both at the undergraduate and postgraduate level. Will also be assigned a clinical teaching unit in the Mount Sinai bed programme. 4. Salary commensurate with experience and qualifications. 5. Last day for receipt of applications - April 30, 1979. 6. Starting Date - July 1, 1979. 7. Inquire to Dr. J.S. Crawford, Professor and Chairman, Department of Rehabilitation Medicine, 256 McCaul Street, Toronto, Ontario MST 1W5.

MUSIC

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Music. Position in Voice. Qualifications: Minimum, Master's degree or equivalent. Performing and teaching experience required. Expertise in a secondary area an advantage. Duties: Teaching of un-

dergraduate voice majors and related courses. Direction of choral ensembles a possibility. Salary & Rank: According to qualifications and experience. Appointment Date: September 1, 1979. Closing Date: February 15, 1979 or when position is filled. Applicants should submit a Curriculum Vitae, a tape recording of recent performance and three letters of reference directly to: D.F. Cook, Head, Department of Music, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Music. Position in Piano. Qualifications: Minimum, Master's degree or equivalent. Performing and teaching experience required. Expertise in a secondary area an advantage. Duties: Teaching of undergraduate piano majors and related courses. Salary & Rank: According to qualifications and experience. Appointment Date: September 1, 1979. Closing Date: February 15, 1979 or when position is filled. Applicants should submit a Curriculum Vitae, a tape recording of recent performance and three letters of reference directly to: D.F. Cook, Head, Department of Music, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7.

UNIVERSITY OF VICTORIA. Department of Music. Position in Voice: Associate Professor. Principal instructor of voice. Qualifications: Master's in Music preferred. Substantial reputation in opera and recital. Extensive university experience in voice teaching. Duties: Private instruction both performance majors and other voice students. Preparation opera productions. Salary: Negotiable. 1978-79 floor: \$23,250. Appointment date: July 1, 1979. Closing date: when position is filled. Tape, curriculum vitae and / or full placement dossier invited with 1st letter. Immediate application urged. Apply to: Professor Rudolf Komorous, Chairman, Department of Music, University of Victoria, Victoria, B.C. Canada V8W 2Y2.

UNIVERSITY OF WESTERN ONTARIO. Faculty of Music. The Faculty of Music invites applications for an appointment in the Music Education Department. 1. Lecturer or Assistant Professor. 2. Qualifications: Advanced degree; elementary school teaching experience. 3. Duties: To teach undergraduate music education classes (Kodaly specialist preferred). 4. Salary: Negotiable; commensurate with experience and qualifications. 5. Address all applications to Dr. Paul Green, Chairman, Music Education Department, Faculty of Music, University of Western Ontario, London, Ontario, N6A 3K6. 6. Date of appointment: 1 July, 1979, subject to availability of funds. 7. Closing date for applications: when filled.

UNIVERSITY OF WESTERN ONTARIO. Faculty of Music. The Faculty of Music invites applications for an appointment in the Music Education Department. 1. String Instructor. Rank: open. 2. Qualifications: Advanced degree; string principal with teaching experience. 3. Duties: To teach undergraduate music education classes (strings) and applied music. 4. Salary: Negotiable; commensurate with experience and qualifications. 5. Address all applications to: Dr. Paul Green, Chairman, Music Education Department, Faculty of Music, University of Western Ontario, London, Ontario, N6A 3K7. 6. Date of appointment: 1 September, 1979, subject to availability of funds. 7. Closing date for applications: when filled.

NURSING

THE UNIVERSITY OF CALGARY. Nursing Department. Applications and nominations are invited for the position of Dean of the Faculty of Nursing, effective July 1, 1979. The Faculty of Nursing was established in 1969 and consists of 253 undergraduate students and 20 full-time faculty members. It offers a four-year basic and a two-year post-R.N. program leading to a Bachelor of Nursing degree. A graduate program leading to a Master's degree in nursing is also being planned for the near future. As the senior administrative officer of the Faculty, the

Dean is expected to offer dynamic leadership in the continual development of teaching and research programs. Candidates should have a distinguished academic record, and provide evidence of substantial experience in university teaching, scholarship and administration. Responses should be sent to Miss J.M. Nicholson, Assistant to the President, The University of Calgary, 2920 - 24 Avenue N.W., Calgary, Alberta, T2N 1N4, and should include an up to date curriculum vitae and the names and addresses of three referees.

UNIVERSITY OF OTTAWA. School of Nursing. Positions available for the 1979-80 academic year in: Maternal and Child Nursing; Geriatric Nursing; Community Nursing; Psychiatric Nursing. Doctorate or Master's degree in clinical specialty and teaching experience required. Preference will be given to bilingual candidates (French and English). Salary commensurate with preparation. Send curriculum vitae and reference before December 31, 1978 to The Director, School of Nursing, University of Ottawa, 770 King Edward Avenue, Ottawa, Ontario K1N 6N5.

UNIVERSITÉ D'OTTAWA. École des Sciences Infirmières. Recherche professeurs en Sciences Infirmières pour l'enseignement des matières suivantes au cours de l'année universitaire 1979-80: Psychiatrie; Gérontologie; Hygiène maternelle; Nursing communautaire. On demande un doctorat ou une maîtrise clinique et une expérience de l'enseignement. La préférence sera accordée aux personnes bilingues (français et anglais). Le salaire sera relatif à la préparation académique et clinique. Faire parvenir curriculum vitae et références avant le 31 décembre 1978 à: La Directrice, École des Sciences Infirmières, Université d'Ottawa, 770 Avenue King Edward, Ottawa, Ontario, K1N 6N5.

ST. FRANCIS XAVIER UNIVERSITY. Department of Nursing. Teaching position available: Nurse clinician with master's preparation to teach in the Bachelor of Science Nursing program in the area of children and / or adult nursing. Program enrolment: 100. Salary commensurate with preparation and experience. Write to: Chairperson, Department of Nursing, St. Francis Xavier University, Antigonish, Nova Scotia. B2G 1C0.

NUTRITION

UNIVERSITY OF GUELPH. Department of Nutrition. Applications are invited for the position of Assistant Professor in Nutrition. Candidates should have training in experimental nutrition or nutritional biochemistry. The successful applicant will participate in teaching the metabolic aspects of nutrition at the undergraduate and graduate levels, and will develop a research program on some aspect of the nutritional evaluation of food. Curriculum vitae and names of three references should be sent to Dr. H.S. Bayler, Chairman of Search Committee, Department of Nutrition, College of Biological Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1 by 1st January 1979. Appointment is subject to final budgetary approval.

UNIVERSITY OF GUELPH. Department of Nutrition. Applications are invited for a contractually limited position of Assistant Professor in Nutrition (2 year term). Candidates should have training in experimental nutrition or nutritional biochemistry. The successful applicant will participate in teaching the metabolic aspects of nutrition at the undergraduate and graduate levels, and will be encouraged to participate in one of the research programs within the Department. Curriculum vitae and names of three referees should be sent to Dr. H.S. Bayler, Chairman of Search Committee, Department of Nutrition, College of Biological Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1 by 1st January 1979. Appointment subject to final budgetary approval.

PHARMACY

DALHOUSIE UNIVERSITY. Pharmacy. Teaching Fellowship in Biopharmaceutics. A Teaching Fellowship has been established to enable a recent doctorate graduate to gain teaching experience and at the same time pursue his / her research interests in the field of biopharmaceutics. The initial appointment will be for two years, with a possible renewal for one additional year. The successful candidate will be required to teach at the undergraduate and graduate levels. Appointment, subject to final budgetary approval, will be made from January 1, 1979. Applicants should submit a curriculum vitae and the names and addresses of three referees to Dr. D.K. Yung, Director, College of Pharmacy, Dalhousie University, Halifax, Nova Scotia, B3H 3J5 (Tel. No. 902-424-2097).

PHILOSOPHY

ST. THOMAS MORE COLLEGE. Philosophy. A one-year term appointment for lecturer or assistant professor to teach medieval philosophy and metaphysics. Ph.D. preferred. Salary commensurate with qualifications and experience. Minimum for assistant professor (1977-78) \$17,488. Send curriculum vitae, three letters of reference, and copies of academic transcripts, to Dr. E. McCullough, Head, Department of Philosophy, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. St. Thomas More College is a Catholic college federated with the University of Saskatchewan.

PHYSICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Physics Department. Applications are invited for a post-doctoral fellowship or research fellowship in small, friendly research group with wide interests in theoretical global geodynamics and planetary physics: Geophysical fluid dynamics, planetary magnetism, rotation, deformation. Appointment will be for one year in the first instance, renewable for a second year. Send curriculum vitae and names of three referees to Professor M.G. Rochester, Physics Department, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X7.

ROYAL ROADS MILITARY COLLEGE. Department of Physics and Physical Oceanography. Applications are invited for positions in the Department of Physics and Physical Oceanography at Royal Roads Military College. Ph.D. required. Undergraduate teaching in Physics, and Physical Oceanography and Research in the general area of Coastal Marine Science. Successful candidate will be expected to join existing research teams investigating problems of remote sensing, bottom studies, water circulation and modeling studies, etc. Salary and rank commensurate with amount and quality of experience. Initial appointments will be for two years starting 1 September, 1979 with possible future renewals to tenure. Complete dossier with names of references to Dr. E.S. Graham, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0 by 31 December, 1978.

UNIVERSITY OF TORONTO. Department of Physics. The Departments of Physics and Geology at the University of Toronto invite applications for a tenure stream position at the assistant professor level in the field of mathematical earth science effective July 1, 1979. The successful candidate would be expected to teach courses such as geophysical data analysis in the Department of Physics, and mathematical methods applied to geological problems in the Department of Geology, and to supervise graduate students in both departments. Applications with a curriculum vitae and the names of three references should be submitted to: Professor R.L. Armstrong, Department of

Physics, University of Toronto, Toronto, Ontario. Deadline: February 15th, 1979.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Physics. Post doctoral fellowships. Research associateships. A limited number of appointments are expected to be available during the coming year. Research areas in the department include theoretical physics, atomic and molecular physics, laser and plasma physics and ionospheric and atmospheric studies. Applications should include a current curriculum vitae and the names of at least two referees, and should be sent to: Professor G.S. Rose, Acting Chairman, Department of Physics, The University of Western Ontario, London, Ontario, Canada N6A 3K7.

POLITICAL SCIENCE

CARLETON UNIVERSITY. Department of Political Science. Appointment in Canadian Government and Politics, July 1, 1979. The Department of Political Science invites applications for a preliminary appointment in Canadian Government and Politics. Candidates should have a completed Ph.D., and teaching experience. This position is subject to the availability of funds. Applications, with full curriculum vitae and the names of at least three qualified referees should be sent as soon as possible to: Professor Robert J. Jackson, Chairman, Department of Political Science, Carleton University, Ottawa, Ontario K1S 5B6.

CARLETON UNIVERSITY. Department of Political Science. Appointment in Political Theory, Political Theory / Comparative Politics, July 1, 1979. The Department of Political Science invites applications for a preliminary appointment in political theory or political theory and comparative politics. Candidates should have a completed Ph.D., and teaching experience. This position is subject to the availability of funds. Applications, with full curriculum vitae and the names of at least three qualified referees should be sent as soon as possible to: Professor Robert J. Jackson, Chairman, Department of Political Science, Carleton University, Ottawa, Ontario K1S 5B6.

PSYCHOLOGY

ACADIA UNIVERSITY. Department of Psychology. The Department of Psychology at Acadia University will make one and possibly two faculty appointments to its community-clinical program for 1979-80. These are tenure-stream positions, and can be made at the Assistant or Associate Professor level. There is a small graduate program, and new faculty members can anticipate supervising research and practicum experience of Master's level students, in addition to teaching appropriate undergraduate courses. The applicant must have a Ph.D., and should have appropriate internship or postdoctoral experience. It is hoped to find people with a range of skills, experience, and interests in the general areas of community and clinical psychology, and evidence of scholarly activity. Prospective applicants should note that Acadia operates under a Collective Agreement which specifies in part that there shall be no discrimination in hiring because of age, race, creed, colour, national or ethnic origin, political or religious affiliation or belief, gender, lawful sexual activity, or marital status. When qualifications for an opening are substantially equal the Selection Committee must recommend the appointment of the Canadian candidate. Applicants are requested to send a curriculum vitae, and to ask three or more referees to write to the Search Committee on their behalf. Enquiries about the program the University, location, etc., prior to making application will be welcome. Address all correspondence to: Dr. Patrick O'Neill, Chairperson, Search Committee, Department of Psychology, Acadia University, Wolfville, Nova Scotia, B0P 1X0 Canada.

UNIVERSITY OF ALBERTA. Department of Psychology. The Department of Psychology invites applications for a tenurable appointment in the area of developmental psychology. Although funding is anticipated at the Assis-

Professor level, an appointment at the Associate Professor level may be negotiable. Candidates should have demonstrated research competence in cognitive-developmental. Preference will be given to candidates in the area of the development of intellect or reasoning. The salary range for the Assistant Professor rank is \$18,530 to \$24,059, with normal yearly increments of \$790 in addition to cost of living increments (Associate: \$24,060 to \$31,679 with increments of \$1,016). Some flexibility for the starting salary may be possible. Candidates should send a curriculum vitae, transcripts, teaching interests, and a statement of their research plans to Dr. E. Cornell, Department of Psychology, University of Alberta, Edmonton, Alberta, T6G 2E9, Canada. Referees (at least three individuals familiar with the candidate's work) should write directly to Dr. Cornell. The appointment is for July 1, 1979; Closing date for applications is February 15, 1979. Both men and women are invited to apply.

UNIVERSITY OF ALBERTA. Department of Educational Psychology. Applications are invited for a position in the Department of Educational Psychology at the assistant professor level (salary \$19,320 per annum) to commence July 1, 1979. Duties will involve teaching in a comprehensive undergraduate / graduate program. Candidates should have a completed doctorate, a teaching certificate, practical experience, a demonstrated applied research program and some skill in working with the visually and / or language impaired and / or hearing impaired. Applications including a current curriculum vitae and names of referees should be sent to Dr. Harvey Zingle, Chairman, Department of Educational Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2G5 by December 31, 1978. This position is open to both female and male applicants.

UNIVERSITY OF ALBERTA. Department of Psychology. The Department of Psychology invites applications for a tenurable appointment in the area of experimental psychology. Although funding is anticipated at the Assistant Professor level, an appointment at the Associate Professor level may be negotiable. Candidates should have demonstrated research competence in information processing approaches to the nature of mental representation, semantic processing or inference. The salary range for the Assistant Professor rank is \$18,530 to \$24,059, with normal yearly increments of \$790 in addition to cost of living increments (Associate: \$24,060 to \$31,679, with increments of \$1,016). Some flexibility for the starting salary may be possible. Candidates should send a curriculum vitae, reprints, transcripts, teaching interests, and statement of their research plans to Dr. A. Dobbs, Department of Psychology, University of Alberta, Edmonton, Alberta, T6G 2E9, Canada. Referees (at least three individuals familiar with the candidate's work) should write directly to Dr. Dobbs. The appointment is for July 1, 1979; Closing date for applications is February 15, 1979. Both men and women are invited to apply.

BRANDON UNIVERSITY. Department of Psychology. Applications are invited for appointment to the position of Assistant Professor of Psychology, to teach Introductory and Developmental (Child, Adolescent, and Aging) courses to undergraduates. This is a full-time position, commencing August 1, 1979. Ph.D. in Developmental or Experimental Child and teaching experience are required. Applicants should send curriculum vitae, graduate transcripts, a letter explaining their teaching and research interests, and have sent three letters of reference, to: Dr. C.W. Anderson, Chairman, Department of Psychology, Brandon University, Brandon, Manitoba R7A 6A9.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Psychology. The University of British Columbia, Department of Psychology wishes to announce four tenure track openings (beginning assistant professor level) effective July 1, 1979. Consideration will be given to candidates in the areas of Clinical-Community, Developmental and Social. Complete curriculum vitae and names of three professional references should be forwarded to Chairman, Faculty Search Committee, Department of Psychology, The University of British Columbia, Vancouver, B.C. Canada V6T 1W5. All positions are subject to budgetary con-

siderations. Salaries are competitive. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

CARLETON UNIVERSITY. Department of Psychology. The Department of Psychology at Carleton University anticipates two tenurable appointments at the assistant professor level. Responsibilities include undergraduate and graduate teaching and research supervision. Candidates must be prepared to maintain an active research program and contribute to graduate training. Candidates should forward curriculum vitae and three letters of reference to: Dr. H. Bruce Ferguson, Chairman, Hiring Committee, Carleton University, Ottawa, Canada K1S 5B6.

DALHOUSIE UNIVERSITY. Psychology Department. Dalhousie University offers two temporary positions in neuroscience, subject to budgetary approval, one at the level of postdoctoral research associate (\$13,000) and one as replacement professor (\$25,000) for Dr. G.V. Goddard, who will remain on campus while supported by a Killam grant. Both positions are for an initial appointment of one year and have a primary emphasis on research into mechanisms of synaptic plasticity, neurobiology of memory, or experimental epilepsy. The more senior position will involve undergraduate teaching of at least one full course on a topic of interest to the appointee. Address applications to G.V. Goddard, Psychology Department, Dalhousie University, Halifax, N.S.

UNIVERSITY OF GUELPH. Department of Psychology. Applications are invited for a tenure-line appointment in Developmental Psychology at the rank of Assistant Professor or Associate Professor commencing September 1, 1979. Applicants must have an active research program in Learning Disabilities or Retardation. Candidates must be able to teach a selection of undergraduate courses which include: Introduction to Developmental Psychology, and Maladjustment; and graduate courses in Learning Disabilities; or Behavior Disturbance; or Technique of Behavior Change. An ability to teach personality assessment of children at the graduate level would be highly desirable, but is not essential. Applicants must have completed the Ph.D. and have demonstrated an active interest in teaching and research. This position is subject to final budgetary approval. Enquiries and applications including a complete curriculum vitae, copies of publications, and the names of three referees should be sent to Dr. A. Daniel Yarmey Appointments Officer, Department of Psychology, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF GUELPH. Department of Psychology. Applications are invited for two tenure-line appointments at the rank of Assistant Professor commencing September 1, 1979. Applicants for the first position must have special teaching interests and competence in statistics and quantitative methods in psychology. Preference will be given to applicants with established interests in applied social psychology. Candidates for both positions must have completed the Ph.D. and have demonstrated an active interest in teaching and research. Both positions are subject to final budgetary approval. Enquiries and applications including a complete curriculum vitae, copies of publications, and the names of three referees should be sent to Dr. A. Daniel Yarmey, Appointments Officer, Department of Psychology, University of Guelph, Guelph, Ontario, N1G 2W1.

THE UNIVERSITY OF MANITOBA. Department of Psychology. Applications are invited for a probationary appointment at the Assistant Professor level in the area of quantitative methods. Candidates should be qualified to teach graduate courses in multivariate and univariate statistical techniques and have an established interest in the development of multivariate statistical analysis. In addition the applicant should be prepared to supervise graduate students in the quantitative area and provide a consultative service to staff and students. Persons currently entitled to work in Canada are encouraged to apply. The position is available July 1, 1979. Correspondence should be directed before January 31, 1979 to John S. McIntyre, Head, Department of Psychology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

THE UNIVERSITY OF MANITOBA. Department of Psychology. Applications

are invited for a tenure stream position in experimental psychology at the Associate or Assistant Professor level. While applicants are invited in all areas of experimental psychology, preference will be given to those in the sensory-perception-cognition area. Applicants should have an established research record. Preference will be given to those currently entitled to work in Canada. Interested candidates should send their curriculum vitae by January 31, 1979 to Dr. J.S. McIntyre, Head, Department of Psychology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The appointment begins July 1, 1979.

MOUNT SAINT VINCENT UNIVERSITY. Department of Psychology. Subject to budgetary approval, the Department of Psychology at Mount Saint Vincent University will have an opening for an assistant professor (Ph.D.) in the area of child clinical psychology. Responsibilities include teaching undergraduate courses in introductory, abnormal psychology and advanced seminars in child clinical psychology and assessment of young children. Salary will depend on qualifications and experience. Send application with curriculum vitae to: Rosemarie Sampson, Chairperson, Division of Psychology, Sociology & Anthropology, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

MOUNT SAINT VINCENT UNIVERSITY. Department of Psychology. Possible opening at the assistant professor level for a field-oriented Behavioral Ecologist / Ethologist. Applicants should possess Ph.D. and have strong biology / psychology background; postdoctoral experience preferred. An active research program compatible with our facilities and with a potential for student involvement is expected. Duties include teaching undergraduate courses in History and Systems, Introductory Psychology, and Ethology. Apply with vitae, brief statement of research interests, and names of three references to: Dr. Rosemarie Sampson, S.C., Chairman, Division of Psychology, Sociology & Anthropology, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6.

UNIVERSITY OF OTTAWA. Department of Psychology. Clinical Psychologists. The University of Ottawa School of Psychology expects to have several openings at the Assistant, Associate, and / or Full Professor level. These are permanent tenure-track positions involving graduate and / or undergraduate teaching, research, and clinical training. Minimum qualifications are: doctorate in Psychology; teaching and research experience in (1) Clinical-counselling Psychology and / or (2) Clinical-child Psychology; knowledge and competency in English and French. Salary range for the current academic year is: Maximum \$47,758 (Assistant Professor — minimum: \$17,462; Associate Professor — minimum: \$22,460; Full Professor — minimum: \$28,992). Positions commence July 1, 1979. Applications must be received before March 1, 1979. Submit a letter of application, vita, names and addresses of three references and two recent publications from refereed journals or visible evidence of scholarly activity to: Dr. Joseph De Koninck, School of Psychology, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

UNIVERSITY D'OTTAWA. Département de Psychologie. L'École de Psychologie de l'Université d'Ottawa prévoit avoir quelques postes vacants au niveau de professeur adjoint, agrégé, et / ou titulaire. Ces postes comprennent de l'enseignement au niveau prédiplômé et / ou diplômé, de la recherche, et de l'entraînement clinique. Les qualifications minimales sont: doctoral en psychologie; expérience en enseignement et en recherche (1) en psychologie clinique-counselling et / ou (2) psychologie clinique de l'enfant; connaissance et habileté en français et en anglais. L'échelle de salaire de l'année courante est: Maximum \$47,758; (Assistant — minimum: \$17,462; Agrégé — minimum: \$22,460; Titulaire — minimum: \$28,992). Les postes seront ouverts à partir du 1er juillet 1979. Les candidatures doivent être soumises avant le 1er mars 1979. Adresser une lettre accompagnée d'une curriculum vitae, du nom et de l'adresse de trois répondants, ainsi que des tirages à parti de deux publications récentes ou tout autre élément attestant le travail académique: Dr. Joseph De Koninck, École de Psychologie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

<p>SIMON FRASER UNIVERSITY. Department of Psychology. One tenure track opening for an assistant or associate professor in area of Measurement (theory and application). Starting date is September, 1979. All applicants are expected to provide high quality teaching and to have either made a significant contribution to the field, or show promise of excellence in research. Positions are subject to budgetary constraints. Preference is given to applicants who are eligible for employment in Canada at the time of application. Applicants should send curriculum vitae, copies of publications and names of three references to: Marilyn Bowman, Department of Psychology, Simon Fraser University, Burnaby, B.C. Canada V5A 1S6.</p>	<p>RELIGION</p>	<p>are available January 1 and June 1, 1979. Further information may be obtained by writing to the Director, School of Social Work, Memorial University of Newfoundland, St. John's Newfoundland A1B 3X8.</p>	<p>Childhood Education; Children's Literature; Environmental Education; Curriculum Development; Learning and Evaluation; Educational Theory and Theory Criticism; Ethics and Education. All positions are subject to budgetary constraints. Please reply with curriculum vitae and the names of three referees to: Dr. Marvin F. Wieden, Director, Undergraduate Programs, Faculty of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. Applications will be accepted until January 31, 1979.</p>
<p>UNIVERSITY OF TORONTO. Department of Psychology. Assistant professor (tenure stream) in developmental psychology, commencing July 1, 1979, to teach undergraduate courses in developmental psychology as well as teach and supervise research at the graduate level. Curriculum vitae and letters of reference should be sent to Dr. Joan Grusec, Department of Psychology, University of Toronto, Toronto, Ontario M5S 1A1. If all possible files should be complete by January 15, 1979.</p>	<p>CONCORDIA UNIVERSITY. Department of Religion: First position: 1. Field: Buddhism and Far Eastern Religions. 2. Qualification: Ph.D. 3. Rank: Assistant or Associate Professor. 4. Salary: according to years in the rank. 5. To begin: Fall 1979. 6. Applications to the Chairman, Dept. of Religion, Concordia University, 1455 de Maisonneuve Blvd., W., Montreal H3G 1M8, P.Q. Second Position: 1. Field: Judaic Studies in Religion (Medieval / Modern). 2. Qualification: Ph.D. 3. Rank: Assistant or Associate Professor. 4. Salary: according to years in the rank. 5. To begin: Fall 1979. 6. Applications to the Chairman, Dept. of Religion, Concordia University, 1455 de Maisonneuve Blvd., W., Montreal H3G 1M8, P.Q.</p>	<p>UNIVERSITY OF MANITOBA. Department of Religion. 1. Term appointment as assistant professor level. 2. Ph.D. and successful teaching experience preferred. 3. To teach three full courses in biblical field with concentration in New Testament. 4. In range of dollars \$16,480 to \$17,800 depending on qualifications and experience. 5. Dr. W. Klassen, Head, Department of Religion, University of Manitoba, Winnipeg, Manitoba R3T 2N2. July 1, 1979. 7. January 15, 1979.</p>	<p>TRADUCTION</p>
<p>UNIVERSITY OF VICTORIA. Department of Psychology. The Department of Psychology at the University of Victoria, B.C., invites applications for a position (subject to budgetary approval) at the Assistant Professor level (Junior) to commence July 1, 1979. Preference will be given to applicants (a) with demonstrated competence in two of the following areas: programme evaluation, industrial, environmental, multivariate analysis, and (b) who are eligible for employment in Canada at the time of the application. Applicants will be expected to provide high quality teaching and excellence in research. Send vitae, copies of publications, and the names of three references to: Gordon Hobson, Chairman, Department of Psychology, University of Victoria, Victoria, B.C. V8W 2Y2.</p>	<p>SCIENCE POLITIQUE</p>	<p>UNIVERSITY OF WATERLOO. Department of Sociology. Applications are being accepted for the position of Assistant or Associate Professor in Sociology. Qualifications include Ph.D. in Sociology. Evidence of sustained research productivity at a high level of quality. Ability to teach and advise M.A. and Ph.D. students in quantitative methodology courses and to supervise dissertations. Duties include teaching graduate and undergraduate courses in quantitative methodology. Salary and rank commensurate with experience and qualifications. Those interested should send applications to A.A. Hunter, Acting Chairman, Department of Sociology, University of Waterloo, Waterloo, Ontario. Effective date of appointment is July 1, 1979, pending budgetary approval. Closing date for receipt of applications is when position is filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.</p>	<p>UNIVERSITÉ D'OTTAWA. Traduction. Écoles de traducteurs et d'interprètes. Description de poste: Remplacer pendant un an au niveau du premier cycle un professeur de version spécialisée et technique (anglais vers le français); initier les étudiants aux méthodes du travail professionnel. La possibilité sera accordée au candidat de participer au programme de recherche du deuxième cycle. Critères de sélection: Le candidat doit posséder au moins une année d'expérience dans l'enseignement de la traduction au niveau universitaire, ainsi qu'une solide formation professionnelle. A compétence équivalente, la préférence sera accordée à un canadien détenteur d'un diplôme de doctorat ou de maîtrise. Rang: Selon titres et expérience, chargé de cours ou professeur adjoint. Traitement: Selon la convention collective. Date limite pour l'inscription: Le 1er janvier 1979. Date d'entrée en fonction: Le 1er juillet 1979. Faire parvenir son curriculum vitae et toute information pertinente à: Monsieur Brian Harris, directeur, École de traducteurs et d'interprètes, Université d'Ottawa, Ottawa. K1N 6N5.</p>
<p>RECREATION</p>	<p>UNIVERSITY OF WATERLOO. Department of Recreation. Applications are being accepted for the position of 1. Assistant or Associate Professor in Leisure Studies / Recreation Administration. 2. Earned doctorate or its near completion in related discipline. 3. A strong research background with the ability to successfully supervise student theses and honors projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. 4. Assistant professor (minimum \$17,500) Associate Professor (minimum \$22,700). Salary commensurate with qualifications and experience. 5. Dr. David Ng, Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario N2L 3G1. 6. January or July, 1979. Position contingent on the availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.</p>	<p>SUMMER SESSIONS</p>	<p>VETERINARY CLINICAL STUDIES</p>
<p>UNIVERSITY OF WATERLOO. Recreation. 1. Assistant or Associate Professor in Outdoor Recreation / Management. 2. Earned doctorate or its near completion in Outdoor Recreation / Management or related discipline. 3. Ability to successfully supervise student theses and honors projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. 4. Assistant professor (minimum \$17,500) Associate professor (minimum \$22,700). Salary commensurate with qualifications and experience. 5. Dr. David Ng, Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario N2L 3G1. 6. January 1, 1979. Subject to the availability of funds. 7. First position filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.</p>	<p>SLAVIC STUDIES</p>	<p>UNIVERSITY OF SASKATCHEWAN. Summer Sessions. Invites applications for teaching appointments in the Intersession (May 14 - June 23, 1979) and Summer Session (July 3 - August 9, 1979) programs. These programs include classes in the College Arts and Science (Anthropology and Archaeology, Art, Biology, Chemistry, Drama, Economics and Political Science, English, Far Eastern Studies, French and Spanish, Geography, Geology, History, Mathematics, Music, Philosophy, Physics, Psychology, Sociology); in the College of Commerce (Accounting, Finance, Quantitative Analysis, Industrial and Interpersonal Relations, Management and Marketing); in Computational Science; in the College of Education (Educational Communications, Continuing Education, Curriculum Studies, Education of Exceptional Children, Educational Administration, Educational Foundations, Educational Psychology, Indian and Northern Education, Industrial Arts and Vocational Education); and in the College of Physical Education. Send resumes to R.E. Brack, Extension Division, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.</p>	<p>UNIVERSITY OF GUELPH. Department of Clinical Studies. A faculty position in the area of Radiology is available in the Department of Clinical Studies in the Ontario Veterinary College, University of Guelph. The main duties of the applicant will be to teach radiology at the Undergraduate and Graduate level and to participate as a clinician in the Veterinary Teaching Hospital. The applicant must be eligible for licensure in the Province of Ontario. Advanced degree, teaching experience and Board Certification or eligibility for Board Certification would be desirable. Salary and rank will be commensurate with experience and qualifications. Enquiries regarding the position can be made to: Dr. J. Archibald, Chairman, Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada. Selection of the successful applicant will be made on recommendation of a selection committee. Position subject to final budgetary approval.</p>
<p>UNIVERSITY OF WATERLOO. Social Work. 1. Assistant or Associate Professor in Outdoor Recreation / Management. 2. Earned doctorate or its near completion in Outdoor Recreation / Management or related discipline. 3. Ability to successfully supervise student theses and honors projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. 4. Assistant professor (minimum \$17,500) Associate professor (minimum \$22,700). Salary commensurate with qualifications and experience. 5. Dr. David Ng, Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario N2L 3G1. 6. January 1, 1979. Subject to the availability of funds. 7. First position filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.</p>	<p>SOCIAL WORK</p>	<p>UNIVERSITY OF NEWFOUNDLAND. Social Work. The faculty of the Memorial University of Newfoundland School of Social Work invites applications for teaching positions in the BSW and MSW programs. The BSW program focuses on the education of rural social work generalists while the MSW program offers specialized education to a limited number of students. Applicants with completed doctoral degrees in Social Work and those with MSW's plus extensive practice and training experience are being sought. Salaries are competitive and commensurate with experience. Positions accepted until position is filled.</p>	<p>UNIVERSITY OF GUELPH. Department of Clinical Studies. A faculty position in the area of Large Animal Surgery is available in the Department of Clinical Studies of the Ontario Veterinary College, University of Guelph. The main duties of the applicant will be to teach surgery at the undergraduate and graduate level and to participate as a clinician in the Veterinary Teaching Hospital. The applicant must be licensed to practice in the Province of</p>

Ontario. Advanced degree, teaching experience and Board Certification or eligibility for Board Certification would be desirable. Salary and rank will be commensurate with experience and qualifications. Enquiries regarding the position can be made to: Dr. J. Archibald, Chairman, Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position subject to final budgetary approval.

UNIVERSITY OF SASKATCHEWAN. Department of Veterinary Clinical Studies. Small Animal Surgery Position available in the Department of Veterinary Clinical Studies, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada. The main duties will be to teach surgery at the undergraduate and graduate levels and to participate as a clinician in the veterinary teaching hospital and pursue research interests. The applicant must be eligible for licensure in the Province of Saskatchewan. Advanced degree, teaching experience and Board certification or eligibility for Board examination desirable. Salary commensurate with qualifications. Applications accepted until position is filled. Enquiries regarding the position can be made to: Dr. W.M. Adams, Chairman, Dept. of Veterinary Clinical Studies, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0 Canada.

LATE ADS

UNIVERSITY OF GUELPH. Department of Animal and Poultry Science. Post Doctoral Fellowships - animal breeding. Two full time research positions for one year with the possibility of extension, at N.S.E.R.C. rates. Candidates must have completed a recognized Ph.D. program in Animal Breeding in North America or equivalent training and experience outside of North America. Candidates should have experience with linear models, BLUP and computer programming. The objectives are to develop evaluation methods for total merit of beef and dairy sires, define optimum beef cattle testing programs and to solve theoretical problems in evaluation of sires and estimation of variance components. Applications should be sent by March 31, 1979 to: Dr. J.W. Wilton, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario N1G 2W1. Position subject to final budgetary approval.

SIMON FRASER UNIVERSITY. Center for the Arts. Dance position. Simon Fraser University expects to appoint a lecturer in Dance, to begin teaching duties in September, 1979 for a two-year term. Responsibilities will include teaching contemporary dance technique, improvisation and composition with a developing dance program. Qualifications should include substantial training and experience in contemporary dance and a demonstrated ability and interest in teaching. Professional dance experience, university degrees, and competence in other areas of dance study are desirable but not essential. Salary based on \$18,600. The availability of this position is subject to budgetary constraint. Simon Fraser is particularly interested in receiving applications from Canadians or individuals with substantial Canadian experience. Letters of application should be sent before February 1st, 1979, to Professor Avon Alderson, Director, Center for the Arts, Simon Fraser University, Burnaby, B.C. V5A 1S6.

SIMON FRASER UNIVERSITY. Center for the Arts. Theatre position. Simon Fraser University expects to make a faculty appointment in Theatre, subject to confirmation. Primary duties of the position are to teach acting, particularly through a method approach to scene work, and to direct student productions. Additional skills in practical theatre are desirable. Qualifications should include substantial professional experience and/or a strong academic background. We seek an individual with wide knowledge of theatre practice and theatre literature. Candidates should be prepared to assist in the development of an emerging theatre program and to accept full faculty responsibilities within a department of fine and performing arts. The appointment will probably be made at the rank of assistant professor: current salary base \$18,600.

Duties to begin September 1, 1979. Simon Fraser is particularly interested in receiving applications from Canadians or those with substantial Canadian experience. Letters of application should be sent before February 1st, 1979, to Professor Evan Alderson, Director, Center for the Arts, Simon Fraser University, Burnaby, B.C. V5A 1S6.

MCMASTER UNIVERSITY. Faculty of Business. Academic Vacancy. 1. Positions in accounting. Rank open. 2. Ph.D. completed or near completion. 3. Teach and do research in accounting. Areas to be covered: Managerial, Systems, and Financial. 4. Salary appropriate for qualifications. 5. W.J. Schlatter, Chairman of Accounting, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4. 6. July 1, 1979. 7. When positions filled.

MCMASTER UNIVERSITY. Faculty of Business. Academic Vacancy. Marketing Area, Faculty of Business, McMaster University. 1. Assistant or Associate Professor level. 2. Doctorate or dissertation in progress. 3. Research and teaching at the graduate and undergraduate levels with primary interest in distribution, including management or physical distribution and channel management. Industry experience in distribution would be desirable. 4. Open. 5. Dr. Peter Banting, Chairman, Marketing Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4. 6. July 1, 1979. 7. When filled.

UNIVERSITY OF VICTORIA. Department of Chemistry. Postdoctoral Fellow or Research Assistant (depending on qualifications).

Mechanism and stereochemistry of photochemistry of Cr(III) complexes. Synthesis of new compounds, measurement of quantum yields, product isomer analysis, quenching and sensitization of photochemistry and emission. Initial appointment for one year at \$11,800 p.a. Dr. A.D. Kirk, Chairman, Chemistry Department, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2 Canada.

ONTARIO CHRISTIAN COLLEGE ASSOCIATION. Chief Executive Officer. Applications are invited for the position of chief executive officer of an association established to start a Christian undergraduate school of the arts and sciences. The appointee will serve in building a post-secondary curriculum, developing student services, relating with universities and high schools, staff recruitment, student recruitment, etc. Applicants must have a doctoral degree and evangelical Christian convictions. Send curriculum vitae to: Ontario Christian College Association, Box 2340, St. Catharines, Ontario, L2M 7M7.

CONCORDIA UNIVERSITY. Child Care Centre. 1. Director, 2. Master's Degree in Early Childhood Education, Child Psychology or a related field. 3. To perform administrative, teaching and research duties in the S.G.W. Child Care Centre; to provide consultation and general direction to the teaching staff; to participate in the integration of the Centre with the University's Early Childhood Education Programme. 4. Minimum \$14,500 per annum. 5. Ms. Shelley Blick, Personnel Officer, Concordia University, S.G.W. Campus, 1420 Sherbrooke St. W., Suite 400, Montreal, Quebec H3G 1M8. 6. As soon as possible. 7. When position filled.

UNIVERSITY OF MANITOBA. Department of City Planning. Applications are invited for the position of Assistant Professor. The candidate will be expected to have a background in economics and planning to teach at the Master's level in both the Department of City Planning and the Masters of Public Affairs (a joint program between City Planning and other departments at the U of M and the University of Winnipeg). Teaching areas include housing, urban finance, research methods and social change. This expertise should relate to Canadian milieu, and preference will be given to those eligible to work in Canada at the time of application. The position also entails developing an urban practicum and some administrative duties with the Masters of Public Affairs plus thesis advisory work. Ph.D. or equivalent preferred. The appointment is probationary in the tenure stream for July 1979. Salary floor asst. professor \$16,000. Deadline is February 1979. Please apply to Kent Gerecke, Head, Department of City Planning, Faculty of Architecture, University of Manitoba, Winnipeg, R3T 2N2.

UNIVERSITY OF TORONTO. Department of Computer Science. Postdoctoral

Research Positions. Applications are invited from qualified candidates for one year appointments commencing July-September, 1979, as Postdoctoral Research Fellows in the following fields: File Structures and Data Bases, Numerical Analysis, Graphics, Computer Systems, and Theoretical Computer Science. Stipend \$11,000 and up, depending on qualifications. Candidates should hold a Ph.D. degree in Computer Science. Send curriculum vitae, transcripts, and names of three referees to the undersigned, from whom further particulars may be obtained. Professor J.N.P. Hume, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario M5S 1A7 Canada.

UNIVERSITY OF TORONTO. Department of Computer Science. Senior Research Associates. Applications are invited from qualified candidates for one year visiting appointments commencing July-September, 1979, in the following fields: File Structures and Data Bases, Numerical Analysis, Graphics, Computer Systems, and Theoretical Computer Science. Stipend negotiable, depending on experience. Candidates should hold a Ph.D. degree in Computer Science, and possess sound research experience in any of the above areas. Send curriculum vitae, transcripts, and names of three referees to the undersigned, from whom further particulars may be obtained. Professor J.N.P. Hume, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario M5S 1A7 Canada.

CONCORDIA UNIVERSITY. Department of Electrical Engineering. Electrical Engineering Research Associate or Post-Doctoral Fellow is wanted to join established group working in power electronics, motor drives and electric machines. Send application with curriculum vitae to Dr. A. Antoniou, Chairman, Department of Electrical Engineering, Concordia University, Montreal, Quebec H3G 1M8.

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. Applications are being accepted for the position of Assistant Professor in one of the following areas: 1) control theory, 2) digital hardware and computers, 3) circuit theory and 4) microwaves and antennas. Applicants must hold a doctorate and some industrial experience would be considered an asset. The position will involve undergraduate and graduate teaching and graduate student supervision. The successful applicant will be expected to pursue an active program of research compatible with departmental interests. The position will be open until filled, but an appointment for September 1979 is anticipated. The salary will be commensurate with experience and qualifications. A detailed curriculum vitae, a statement of research and teaching interests and the names of three referees should be sent to: Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Subject to the availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF LETHBRIDGE. Department of English. 1. One position. 2. Assistant or Associate Professor. 3. Ph.D. degree with specialization in Canadian Literature. Preference will be given to candidates with some teaching experience and scholarly publications. 4. Regular probationary appointment for one year beginning 1 July 1979. An extension of probation for a period of two years shall be considered before 30 June 1980. This appointment is subject to the availability of funds, and approval of the Board of Governors. 5. Salary Scale: 1978-79: Assistant Professor — \$19,283 - \$24,686 per annum; Associate Professor — \$24,691 - \$32,022 per annum. 6. Applications, including a curriculum vitae, transcripts and three letters of reference, should be sent to: Dr. A.F. Cassis, Chairman, Department of English, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4. 7. Deadline 31 January 1979.

UNIVERSITY OF MANITOBA. Department of English. Applications are invited for a full-time position in Theatre and English (subject to final budget approval), starting July 1, 1979. Rank and salary not yet definite, minimal salary \$16,480. Duties include undergraduate

teaching at all levels, 9 teaching hours weekly; co-ordination of small theatre program; directing of student productions; and co-operative programs with local theatre groups. Both academic and theatrical experience highly desirable. Application, vitae and 3 references to Dr. H.S. Weil, Head, Department of English, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Preference will be given to those eligible to work in Canada at the time of this advertisement.

UNIVERSITY OF VICTORIA. Department of English. Applications are invited for the position of visiting professor for winter session 1979/80. Candidates should be distinguished scholars interested in teaching at all levels from 1st year to graduate. Applications should be addressed no later than 15th February 1979 to: Dr. Michael R. Best, Department of English, P.O. Box 1700, University of Victoria, Victoria, B.C. V8W 2Y2..

UNIVERSITY OF VICTORIA. Department of English. Instructors are required for summer session 1979, July-August. A variety of courses will be offered from freshman composition to a seminar survey of Canadian literature. Applications should be addressed no later than 15th February to: Dr. Michael R. Best, Department of English, P.O. Box 1700, University of Victoria, Victoria, B.C. V8W 2Y2.

UNIVERSITÉ DE MONTRÉAL. Département d'études anciennes et modernes. Poste de professeur à plein temps. Fonctions: Enseignement à tous les niveaux de la langue et de la littérature russe (spécialisation: littérature soviétique), participation aux projets de recherche et aux travaux des divers comités du département. Qualifications: Doctorat, expérience d'enseignement à tous les niveaux universitaires, parfaite maîtrise du russe, très bonne connaissance du français. Traitement: Selon les normes de la convention collective en vigueur. Date d'entrée en fonction: 1er juin 1979. Les candidatures, accompagnées du curriculum vitae du candidat et de 3 lettres de recommandation, doivent parvenir, au plus tard le 1er février 1979, à: Mme Karin Gurtler, Directeur, Département d'études anciennes et modernes, Université de Montréal, C.P. 6128, Succursale A, Montréal (Québec) Canada H3C 3J7.

UNIVERSITY OF TORONTO. Geography. Applications are invited for two contractually-limited appointments in Geography, subject to budgetary approval. Both are tenable initially for one year from July 1st, 1979, with potential for extension to a total of five years. One position will be in resources with subsidiary interests in economic and/or political geography. The second will be in regional and developmental studies with preference for candidates with experience in developing countries. Applications should be sent before January 31st, 1979, to: Dr. R.B. Bryan, Geography, Scarborough College, West Hill, Ontario, Canada M1C 1A4.

ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Department of History & Philosophy of Education. International Study Tour, Trinity College, Cambridge, England. The International Education Office, in conjunction with the Department of History and Philosophy of Education, Ontario Institute for Studies in Education, is introducing an International Study Tour during the Summer of 1979. The 1979 Summer Session Study Tour will consist of two half-courses at Trinity College, Cambridge, England. The object of the program is to enable the study of the OISE courses in a relevant setting abroad. This summer the courses being offered are "History of Modern British Education", and "Education, Radical Culture, and Self-Help: The Historical Setting of Adult Education". These courses will involve field trips from Cambridge to local educational institutions, libraries, and archives. The estimated cost of travel, room and board (at Trinity College), fees and incidentals, is \$1,600. The minimum enrolment is 12 and the deadline for written applications is February 15, 1979. For further information and application forms, write to: Dr. Ian Winchester, Chairman, Department of History & Philosophy of Education, Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario M5S 1V6.

UNIVERSITY OF VICTORIA. Faculty of Human and Social Development. Ap-

lications are invited for the position of Director of the School of Child Care. At present this is a small School which offers a Bachelor's degree programme, and a post graduate diploma in Child Care. Currently, 67 students are enrolled in the B.A. programme. It is hoped to expand the post graduate programme, and to develop a programme of research. The School of Child Care is part of the Faculty of Human and Social Development, which also includes the School of Social Work and the School of Nursing. It is expected that the candidates would qualify for a senior academic appointment. They should have an advanced degree in an appropriate discipline, administrative experience, and practical experience with children. The candidate should be available on or before July 1, 1979. Applications and nominations, with curriculum vitae, will be received until February 15, 1979, and should be sent to Dr. R.W. Payne, Dean, Faculty of Human & Social Development, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2, Canada.

CARLETON UNIVERSITY. School of Industrial Design. The School of Industrial Design, Carleton University, Ottawa, Canada, invites applicants for full time teaching positions in its Bachelor of Industrial Design degree program. The program was established in 1973 and concentrates on product design and development. Candidates should minimally have an academic background on the Master's Degree level, combined with experience in both the practice of the industrial design profession and industrial design education. Rank and terms of appointment will depend on the qualifications of the candidate. Applications should include a curriculum vitae with description of professional and educational career, product design projects accomplished, publications, etc. Applications to be made to: the Director of the School of Industrial Design, Carleton University, Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada, before January 1st, 1979.

SIMON FRASER UNIVERSITY. Department of Kinesiology. A position is available for a person to work in an interdisciplinary department of physicians, physiologists, engineers, biologists and biochemists. The department is interested in developing its courses in any of the areas of ergonomics, human factors, industrial hygiene, community or occupational health. The appointee will be required to conduct research in one or more of these related areas. A Ph.D. or M.D. degree is an essential qualification. It is anticipated that the appointment will be made at the Assistant Professor level. Applications together with the names of three referees may be made to Dr. E.W. Banister, Chairman, Department of Kinesiology, Simon Fraser University, Burnaby, British Columbia V5A 1S6. This position will be filled subject to the availability of funds. The final date for submission of application is March 5, 1979.

SIMON FRASER UNIVERSITY. Department of Kinesiology. The Department of Kinesiology in cooperation with the Faculty of Education intends to offer new theory and laboratory courses in biomechanics, motor learning and exercise physiology for those who intend a career in teaching Physical Education. A joint position with the Faculty of Education at the Assistant Professor level will be filled subject to the availability of funds in September 1979. Candidates should possess a Ph.D. degree. They should have a developed research interest in biomechanics and a genuine desire to transmit a better fundamental understanding of human performance to potential teachers of Physical Education. Some experience of curriculum design is desirable. Appointment at the Assistant Professor level will be at a salary commensurate with experience. Practical experience in teaching team sports, individual sports or recreational activities will be advantageous. Application with the names of three referees should be made to Dr. E.W. Banister, Chairman, Department of Kinesiology, Simon Fraser University, Burnaby, British Columbia V5A 1S6. The final date for submission of application is March 5, 1979.

UNIVERSITY OF WATERLOO. Department of Kinesiology. Applications are being accepted for the position of assistant, associate or full professor in Kinesiology. Sociology of Physical Ac-

tivity, rank open depending upon qualifications and experience. Earned doctorate in sociology or related discipline. Duties include teaching and supervise research in undergraduate and graduate programmes in area of specialization. Salary commensurate with rank. Those interested should send applications to Professor Norman J. Ashton, Chairman, Department of Kinesiology, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment is July or September 1, 1979. Subject to availability of funds. Closing date for receipt of applications is until position filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Department of Kinesiology. Applications are being accepted for the position of assistant, associate or full professor in Kinesiology — Social Psychology of Physical Activity, rank open depending upon qualifications and experience. Earned doctorate in social psychology or related discipline. Duties include teaching and supervise research in undergraduate and graduate programmes in area of specialization. Salary commensurate with rank. Those interested should send applications to Professor Norman J. Ashton, Chairman, Department of Kinesiology, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment is July or September 1, 1979. Subject to availability of funds. Closing date for receipt of applications is until position filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

CARLETON UNIVERSITY. School of Industrial Design. The School of Industrial Design, Carleton University, Ottawa, Canada, invites applicants for full time teaching positions in its Bachelor of Industrial Design degree program. The program was established in 1973 and concentrates on product design and development. Candidates should minimally have an academic background on the Master's Degree level, combined with experience in both the practice of the industrial design profession and industrial design education. Rank and terms of appointment will depend on the qualifications of the candidate. Applications should include a curriculum vitae with description of professional and educational career, product design projects accomplished, publications, etc. Applications to be made to: the Director of the School of Industrial Design, Carleton University, Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada, before January 1st, 1979.

SIMON FRASER UNIVERSITY. Department of Languages, Literatures & Linguistics. Joint appointment at the rank of Assistant Professor between the Department of Languages, Literatures & Linguistics and the Faculty of Education. Position is subject to budget constraints. Preference will be given to applicants who are eligible for employment at the time of application. Responsibilities: 1) Teaching in both the Department of Languages, Literatures & Linguistics (French, Applied Linguistics and Second Language Teaching) and the Faculty of Education (Pre-Service and In Service Education) 2) Participation in the administration and teaching of the M.A. — Teaching of French Program. This implies being available in Summer Session. 3) Assume directorship of French Language Training Centre. Qualifications: 1) Ph.D. in Foreign Language Education or Applied Linguistics or equivalent; 2) Near native fluency in French; 3) Thorough familiarity with North American trends in Language education; 4) Evidence of scholarly work in these fields; 5) Preferably with some administrative experience; 6) Teaching experience in the public schools or experience of having worked with school administrations. Salary subject to negotiation. Starting date: September 1, 1979. Closing date for receipt of applications: January 15, 1979. Curriculum vitae, names of three referees, copies of publications to be sent to: Dr. N.J. Lincoln, Chairman, Department of Languages, Literatures & Linguistics, Simon Fraser University, Burnaby, B.C. V5A 1S6.

MCGILL UNIVERSITY. Faculty of Management. Appointment in Management Policy beginning in summer of 1979. Superior teaching capacity and strong research potential required to fulfill needs at B.Com., MBA, and Ph.D. levels in the McGill Faculty of Management. Please address inquiries and applications to Professor Henry Mintzberg, Faculty of Management, McGill University, 1001 Sherbrooke St. West, Montreal, Quebec H3A 1G5.

UNIVERSITY OF BRITISH COLUMBIA. Department of Mathematics. Two positions are open at the Assistant Professor level: one in statistics, and one in mathematics, statistics or applied mathematics. Qualifications: Ph.D., strong interest in teaching and research. Duties: Graduate and undergraduate teaching, research. Vitae to: Dr. B.N. Moyls, Head, Department of Mathematics, University of British Columbia, 2075 Wesbrook Place, Vancouver, B.C., V6T 1W5. Positions available: July 1, 1979.

COLLEGE OF CAPE BRETON.

Department of Mathematical and Natural Sciences. Biologist with a Ph.D. and at least two years university teaching experience are invited to apply for a probationary appointment at the rank of Assistant Professor effective July 1, 1979. Duties will include teaching introductory biology and two advanced semester courses including at least one of the following: ecology; invertebrate zoology; microbiology; genetics. Opportunities are available for field research in freshwater, marine or terrestrial systems; in addition the Bras d'Or Institute offers opportunities for applied research in environmentally appropriate technologies related to aquaculture, agriculture and forestry, wood products, and waste disposal technologies. Salary will be dependent on qualifications; floor is \$13,500 for Assistants. Closing date January 30, 1979. Applicants should submit full curriculum vitae, transcripts of academic record and names of three referees to: W.J. Wiseman, Dept. of Mathematical and Natural Sciences, College of Cape Breton, P.O. Box 760, Sydney, Nova Scotia, B1P 6J1.

UNIVERSITY OF TORONTO. Department of Medicine. Applications are invited for the position of Physician-in-Chief at St. Michael's Hospital at the Associate Professor / Professor rank in the Department of Medicine of the University of Toronto. Salary is commensurate with qualifications and experience. Candidates must have an MD and be registered with the Royal College of Physicians of Canada. The position is available July 1st, 1979 or sooner. Applications should be received by January 31st, 1979. Curriculum vitae and the names of three referees should be submitted to: Dr. J.C. Platt, Medical Director, St. Michael's Hospital, 30 Bond Street, Toronto, Ontario M5B 1W8.

UNIVERSITY OF TORONTO. Department of Rehabilitation Medicine. 1. With Toronto Western Hospital — geographical full-time position. 2. M.D. with specialty training in physical medicine and rehabilitation with experience in clinical and research fields particularly related to a neuro-musculoskeletal background. This position will give the physician an opportunity to expand and develop teaching and clinical research. 3. Lecturer level. 4. Salary commensurate with experience and qualifications. 5. Last day of receipt of applications — April 30, 1979. 6. Starting Date — July 1, 1979. 7. Inquire to Dr. J.S. Crawford, Professor and Chairman, Department of Rehabilitation Medicine, 256 McCaul Street, Toronto, Ontario M5T 1W5.

UNIVERSITY OF WESTERN ONTARIO. Faculty of Part-Time and Continuing Education. Applications are invited for the position of Director of the summer language school located at Trois-Pistoles, Quebec. The school offers regular University of Western Ontario credit courses in French language and literature at two consecutive six week sessions beginning approximately May 1st and concluding approximately August 10. The Director performs administrative duties and teaches one course in the Department of French at The University of Western Ontario from September to April. Candidates must be fully bilingual, and should possess a doctorate in French language or literature. Experience in the teaching of French at the university level as well as in related administrative duties is also required. Appointment to begin on September 1, 1979, or earlier, if possible. Applications are to be sent no later than December 30, 1978 to: Dr. A.M. Armitt, Dean, Faculty of Part-Time and Continuing Education, University of Western Ontario, London, Ontario N6A 5B3.

UNIVERSITY OF TORONTO. Department of Paediatrics and Surgery. The Division of Clinical Nutrition, The Hospital for Sick Children, Toronto, Ontario is seeking applicants for a position as Research Associate (full time staff member). The applicant should have received his / her doctorate in Nutritional Biochemistry or Animal Nutrition, and should have had 1 or 2 years post doctoral experience. The applicant will be expected to conduct independent research in Nutrition; both in human and in animal models. The position will also entail participating in the teaching load of the Division. Applicants are requested to correspond with Dr. P.B. Pencharz, Head, Division of Clinical Nutrition, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario M5G 1X8.

UNIVERSITY OF TORONTO. Department of Physics. Assistant or Associate Professorship in Dynamic Meteorology. Requirements: Research experience in atmospheric dynamics and teaching experience in meteorology. Duties: To establish a research program in dynamic meteorology, to teach graduate and undergraduate courses, and to supervise graduate students. The starting date for this regular University position is July 1, 1979; applications with vitae should be submitted not later than January 15, 1978. Inquiries and applications should be directed to Prof. R. List, Department of Physics, University of Toronto, Toronto M5S 1A7, Canada.

MEMORIAL UNIVERSITY. Department of Psychiatry. Applications are invited for a full-time University post in Psychiatry, a joint appointment between the Faculty of Medicine and the Grace General Hospital. The appointee is expected to assume the responsibilities of Chief of the Department of Psychiatry at the hospital and develop the psychiatric services at present comprising a 25-bed unit with liaison and emergency services. The hospital is affiliated with the University. The academic responsibilities include the coordination of undergraduate and postgraduate teaching at the hospital, as well as participation in the teaching program of the Faculty of Medicine to under and post graduate students in medicine and other disciplines. Involvement in research is also expected. Seniority and salary will depend on qualifications and experience. Applicants should send a full curriculum vitae and the names of two or three referees to: The Chairman in Psychiatry, Faculty of Medicine, Memorial University, Health Sciences Complex, St. John's, Newfoundland A1C 5S7.

UNIVERSITY OF TORONTO. Department of Psychiatry. 1. Associate Professor / Professor of Psychiatry and Chief of Service, Toronto Western Hospital. 2. M.D. and specialty certification. 3. Involved with the academic programmes of the department both Teaching and Research activities. 4. Salary commensurate with qualifications and experience. 5. Dr. F.H. Lowy, Chairman of Department of Psychiatry, The Clarke Institute of Psychiatry, 250 College Street, Toronto, Ontario M5T 1R8. 6. Effective date — July 1, 1979 or earlier. 7. February 1, 1979.

UNIVERSITY OF TORONTO. Department of Psychiatry. The University of Toronto Department of Psychiatry and the Board of Trustees of the Toronto Western Hospital invite applications for the position of Psychiatrist-in-Chief. The successful applicant must qualify for appointment at the level of Association Professor or Professor in the Faculty of Medicine, University of Toronto. The position calls for a high level of expertise in teaching undergraduate and postgraduate students, the clinical practice of psychiatry and psychiatric administration. And appreciation of the direction of research in psychobiology and behavioural sciences is an asset. The appointment is to be effective February 1, 1979 or as soon as possible thereafter for a five year renewable term. Applications must be received by November 30, 1978 and addressed as follows: Frederick H. Lowy, M.D., Professor and Chairman, Department of Psychiatry, University of Toronto, 250 College Street, Toronto, Ontario M5T 1R8.

QUEEN'S UNIVERSITY. Department of Sociology. The Department of Sociology at Queen's University expects to make a senior visiting appointment during the academic year 1979-80. The appointment will be for one year only, and is most suitable for persons who have continuing appointments, at the associate or full professorial level, at other universities. All areas of specialization will be considered, but preference may be given to criminology, deviance and the sociology of law. Salary according to qualifications and experience. Send applications and vitae to Professor Robert Pike, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6.

DEVON, ENGLAND — For Rent Coastal village of Branscombe, ideally suitable for staff on sabbatical, elegant comfortable old house, four bedrooms, two bathrooms, furnished antiques. Small walled garden. Exeter 16 miles, sea 10 min. walk. Available for long periods beginning 1st January, 1979. \$395 p.m. Write C. Greenberg, 84a High St. Honiton, Devon, England.

ECONOMIC BENEFITS. BENEFICES ÉCONOMIQUES

Women and Pensions

by E.D. Maher

Women and Pensions by Kevin Collins. The Canadian Council on Social Development. Ottawa. 1978. \$2.50 pp. 254.

The document might more appropriately have been titled "Women and Work" or "The Economic Status of Women" since almost half of the text is devoted to matters which are only indirectly related to pensions - e.g. Chapter One "The Traditional Family: An Outdated Model", Chapter Two "The Economic Position of the Female Elderly" and Chapter Four "The Work Connection". This approach is carried through to the Summary and Recommendations Chapter where the first six recommendations appear under the general heading of "The World of Work" and are then followed by those for the Pension System. The study is a follow-up to the Council's 1975 document "How Much Choice? Retirement Policies in Canada" (reviewed in the January 1977 *Bulletin*) and like that report represents a very detailed and well documented presentation of its subject - as more accurately described above! - with extensive statistics. It is an excellent reference source and it contains an extensive bibliography particularly with respect to government and parliamentary material.

The only significant criticism that one can make of the general descriptive material is that the author accepts the position of Marshall Delaney and the Consumer's Association of Canada that the RRSP requirement that one eventually buy an annuity from an insurance company provides the buyer with a bad deal. The following statement is made (page 96):

The rate of return on an RRSP may be quite low. Let us assume the individual is a woman aged 71 who currently would have a life expectancy of about 13 years. Further, let us assume that the value of her plan at age 71 is \$10,000. Table C-19, which applies as of August 1976, indicates that she could expect to receive no guaranteed period \$17,831 (\$114.30 for 156 months). Alternatively, if she invested the lump sum of \$10,000 at eight per cent, she would receive \$10,400 and her estate would receive the original \$10,000. The conservative investment would yield \$20,000 (sic), as opposed to \$17,831 with an RRSP.

Of course this comparison is quite inappropriate - it is an apples and oranges comparison since it ignores the time value of money. The present value at 8.0% per annum of \$114.30 a month for 156 months is \$11,064 while the present value of \$66.67 per month (\$880 per year) for 156 months plus \$10,000 at the end of the 13 years, is \$11,083 (or roughly the same).

Actually, in the example given, the

insurance company annuity is probably a better deal than investing the funds oneself. If the pensioner is willing to live on \$66.67 a month - the income from \$10,000 invested at 8.0% - then if she took the annuity she could save \$47.63 a month (\$114.30 - \$66.67 = \$47.63). If these savings can be invested at 8.0% then, at the end of 13 years, they would amount to \$12,999 which is considerably better than \$10,000. Of course one can not be certain of investing the savings each month at 8.0% but then the pensioner could not be certain of getting 8.0% on her \$10,000 for the remainder of her life either since her time of death is uncertain. \$10,000 will only provide an annuity of \$114.30 a month for 13 years if the undistributed funds earn 9.9% (at 8.0% the company could only pay \$103 a month). Surely buying an annuity where one gets the benefit of a 9.9% return on one's money is better than investing it oneself at 8.3% (8.0% per annum compounded monthly). It is regrettable that this myth about annuities continues to be perpetuated by organizations which really ought to know better.

Chapter Five on "Pension Policy Alternatives" is a well balanced presentation of the issues with respect to women's pensions and how the problems might be dealt with. Although the primary concern of the Study is with pensions for women it is, in part, directed at general questions of equity in pensions and discusses a number of issues that are relevant both to men and to women - e.g. should there be "dependancy" provisions in pensions at all? The general recommendations of the Study are that more data should be obtained on both private and government pensions and pensioners (how many members of private plans ever get a pension?) and that pensions should be regarded as "deferred pay" and as property with appropriate sharing between spouses. With respect to private pensions it is recommended that anti-discrimination legislation should include pensions as part of pay and that the setting of different conditions by sex be eliminated; that the criterion of fairness should be equal benefits (not equal costs); that there should be a move toward immediate vesting and full indexation; that all plans should automatically provide for a joint and survivor feature; that on marriage breakdown pensions should be treated as property; that periods of maternity leave should count for establishing eligibility, vesting etc.; that members and beneficiaries should have a right to a statement of the general provisions of the plan and the individual entitlement under the plan.

With respect to the public system it is recommended that the present splitting of benefits on marriage breakdown should be extended to a

Pensions and inflation

by E.D. Maher

Pensions and Inflation. An International Discussion. International Labour Office, Geneva, 1977. 32.50 Swiss francs. pp. 136.

The various papers deal with both government pensions and private pensions in a variety of industrialized countries. The first paper provides a general discussion of the various techniques that can be used for indexing along with a survey of what has happened in a number of countries in the 60's and 70's. The countries considered are Australia, Austria, Canada, France, the Federal Republic of Germany, Japan, the Netherlands, New Zealand, Sweden, Switzerland, the United Kingdom and the United States. From 1963 to 1975 government pensions in all of these countries increased by more than the increase in the CPI but in only half of the twelve did they increase by as much as or more than the increase in the average wage in the country. Thus in half the countries pensioners did not share fully in rising real incomes. For Canada the 1975 indices (1963 = 100) were; CPI 160, Pension 172, Wage 198.

There are separate chapters dealing with the situation in five of the above countries - Canada, France, Germany, the Netherlands, and the United Kingdom along with two socialist states - Czechoslovakia and Hungary. France is given extensive treatment and particular attention is paid to the method by which private plans ensure payment of their pensions by a type of joint guarantee arrangement rather than by the traditional funding. Both France and Germany - which have had very serious inflations in the past - rely on pay-as-you-go schemes rather than funding. Germany which in recent years has been an economy of rapidly rising productivity and little inflation has, since 1957, kept state pensions in line with wages by statute. In the

continuous basis and not just marriage breakdown; that Ontario should drop its veto of the extended drop-out period; that financing should be by employers, employees and government to overcome the present regressive tax system; that survivor benefits should be substantially increased; that the OAS/GIS income guarantee should be increased to the poverty line as defined by the relative approach; that the present spouse's allowance for ages 60-64 should be replaced by extending the OAS/GIS benefits to this group; that the incidence of forfeiture of GIS and supplementary benefits under CQPP should be documented.

It is suggested that much of the increased costs might be covered by the elimination of many present tax exemptions - e.g. for RHOSP's, dependent children, etc.

Netherlands the net state pension for a married couple is equal to the minimum wage which is about two thirds of the wage earned by the average worker. Pensioners receive, in addition, a holiday allowance of 6% of their annual pension. Again financing is on a pay-as-you-go basis.

There is a very good chapter on "Actuarial Techniques and Funding of Pension Plans in a Period of Inflation" by a U.S. actuary who acts primarily as a consultant to industrial and commercial corporations. He concludes, after examining the issues of the pension benefit formula, employee contributions, and cost-of-living adjustments

...that the trend towards final salary schemes is at this point irresistible and that cost-of-living adjustments on an automatic basis may well be common, in, say, ten years from now.

The author refers to the use of insurance arrangements as an alternative to (or an addition to) funding of benefits in private plans. Germany provides for a book-reserve system and insurance. Insurance arrangements also exist in Sweden, the United States and the United Kingdom. (It should be noted, however, that some arrangements - as in the U.K. - provide protection for the employer as well as for the beneficiary while others - as in the U.S. - provide protection only for the beneficiary).

The publication provides an up-to-date summary of what the situation is in a number of important countries. In particular it makes clear that in many countries pension accruals and benefits have been more or less effectively indexed to real incomes and not just to the CPI. This is generally true of the state systems but similar arrangements are gradually being incorporated into some or all of the private plans as in France and the United Kingdom.

Professor Maher is with the Department of Administration, University of New-Brunswick

For more information on women and pensions, See page 5 of *Bulletin*.

The report **Perspective on Pension Planning: Report from the Compensation Research Centre of the Conference Board in Canada**, reviewed in the September 1978 issue of the CAUT *Bulletin*, can be obtained by writing to: Conference Board in Canada, 333 River Road, Vanier, Ontario, K1L 8B9.